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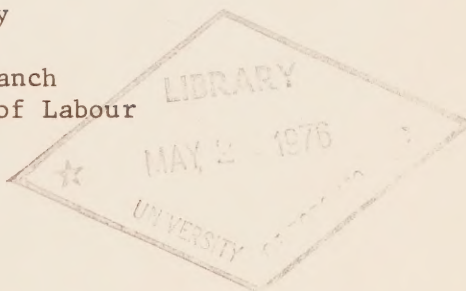
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Ontario Ministry of Labour

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FIRST QUARTER 1973

Prepared by
Research Branch
Ontario Ministry of Labour
May 1973



Hon. Fernand Guindon
Minister

Mr. R. D. Johnston
Deputy Minister

CONTENTS

The attached tables describe changes in base wages established by collective bargaining agreements, covering 200 or more Ontario workers, negotiated in the first quarter 1973. The data are drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. These tables present preliminary data and may be subject to change as further settlements relating to the first quarter become available.

It should be noted that base rates are used in the calculations presented in the tables and may not be representative of the average increase for the entire bargaining unit. Table I indicates the number of Ontario workers affected by settlements by industry and these figures are used in the calculations of weighted averages in Tables II and III. These employee coverage estimates are obtained in connection with settlement reporting and are necessarily only rough approximations. Accurate estimates of employee coverage are particularly difficult to obtain in construction due to the nature of employment relationships. The data in Table II indicate average annual per cent wage increases by industry expressed on a compound basis.

Further information regarding these tables can be obtained by contacting the Research Branch, Ontario Ministry of Labour (965-6101).

Toronto
May 3, 1973

1986



TABLE 1

EMPLOYEES AFFECTED BY COLLECTIVE BARGAINING SETTLEMENTS NEGOTIATED IN ONTARIO IN
FIRST QUARTER 1973 BY INDUSTRY AND DURATION OF AGREEMENT¹

Industry	All Agreements		One-Year ² Agreements		Two-Year Agreements		Three-Year Agreements	
	Employees	Agreements	Employees	Agreements	Employees	Agreements	Employees	Agreements
<u>Industries</u>	<u>72,030</u>	<u>103</u>	<u>4,272</u>	<u>15</u>	<u>52,503</u>	<u>78</u>	<u>15,255</u>	<u>15</u>
<u>Industries (Excluding Construction)</u>	<u>67,630</u>	<u>100</u>	<u>4,272</u>	<u>15</u>	<u>48,103</u>	<u>70</u>	<u>15,255</u>	<u>15</u>
<u>Manufacturing</u>	<u>15,465</u>	<u>40</u>	<u>495</u>	<u>2</u>	<u>9,060</u>	<u>26</u>	<u>5,910</u>	<u>12</u>
Food and Beverage	750	5	-	-	759	5	-	-
Rubber	230	1	-	-	230	1	-	-
Leather	1,052	2	-	-	1,052	2	-	-
Textile	2,445	5	-	-	1,895	4	550	1
Clothing	1,500	2	-	-	-	-	1,500	2
Furniture and Fixture	294	1	-	-	294	1	-	-
Paper and Allied	1,002	3	-	-	1,002	3	-	-
Primary Metals	1,170	2	-	-	-	-	1,170	2
Metal Fabricating	2,895	8	495	2	813	3	1,587	3
Machinery	1,137	4	-	-	762	3	375	1
Transportation Equipment	323	1	-	-	-	-	323	1
Electrical Products	1,298	4	-	-	893	2	405	2
Non-Metallic Mineral Products	260	1	-	-	260	1	-	-
Miscellaneous Manufacturing	1,100	1	-	-	1,100	1	-	-
<u>Manufacturing (Excluding Construction)</u>	<u>52,165</u>	<u>60</u>	<u>3,777</u>	<u>13</u>	<u>39,043</u>	<u>44</u>	<u>9,345</u>	<u>3</u>
Logging	3,983	11	-	-	3,983	11	-	-
Transportation	854	3	-	-	854	3	-	-
Communication	9,000	2	-	-	-	-	9,000	2
Electric Power, Gas and Water Utilities	640	3	-	-	295	2	345	1
Retail Trade	483	2	-	-	483	2	-	-
Education and Related Services	1,760	8	-	-	1,760	8	-	-
Health and Welfare Services	6,030	21	3,215	11	2,815	10	-	-
Motion Picture and Recreational Services	234	1	234	1	-	-	-	-
Federal Administration	2,730	5	-	-	2,730	5	-	-
Provincial Administration	25,880	2	-	-	25,880	2	-	-
Local Administration	571	2	328	1	243	1	-	-
<u>Construction</u>	<u>4,400</u>	<u>8</u>	<u>-</u>	<u>-</u>	<u>4,400</u>	<u>8</u>	<u>-</u>	<u>-</u>

Includes collective bargaining settlements covering 200 or more Ontario workers.

One-year agreements are those with a term of less than 18 months. Two year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

TABLE II

AVERAGE ANNUAL PER CENT¹ WAGE INCREASES IN BASE RATES ESTABLISHED BY COLLECTIVE
BARGAINING SETTLEMENTS NEGOTIATED IN ONTARIO IN FIRST QUARTER OF
1973 BY INDUSTRY AND DURATION OF AGREEMENT²

Industry	All Agreements	One-Year ³ Agreements	Two-Year Agreements	Three-Year Agreements
<u>All Industries</u>	<u>7.7</u>	<u>7.1</u>	<u>7.8</u>	<u>6.9</u>
<u>All Industries (Excluding Construction)</u>	<u>7.7</u>	<u>7.1</u>	<u>8.0</u>	<u>6.9</u>
<u>Manufacturing</u>	<u>7.7</u>	<u>5.7</u>	<u>9.0</u>	<u>6.0</u>
Food and Beverage	10.6	-	10.6	-
Rubber	9.2	-	9.2	-
Leather	10.5	-	10.5	-
Textile	7.1	-	7.6	5.3
Clothing	5.3	-	-	5.3
Furniture and Fixture	8.7	-	8.7	-
Paper and Allied	8.7	-	8.7	-
Primary Metals	7.9	-	-	7.9
Metal Fabricating	6.2	5.7	9.7	4.6
Machinery	8.1	-	8.4	7.3
Transportation Equipment	6.6	-	-	6.6
Electrical Products	8.2	-	8.4	7.7
Non-Metallic Mineral Products	7.1	-	7.1	-
Miscellaneous Manufacturing	9.6	-	9.6	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>7.6</u>	<u>7.3</u>	<u>7.8</u>	<u>7.4</u>
Logging	9.2	-	9.2	-
Transportation	7.7	-	7.7	-
Communication	7.5	-	-	7.5
Electric Power, Gas and Water Utilities	7.1	-	7.5	6.8
Retail Trade	9.7	-	9.7	-
Education and Related Services	8.9	-	8.9	-
Health and Welfare Services	8.1	7.5	9.0	-
Motion Picture and Recreational Services	4.5	4.5	-	-
Federal Administration	6.0	-	6.0	-
Provincial Administration	7.5	-	7.5	-
Local Administration	7.1	7.5	6.5	-
<u>Construction</u>	<u>5.2</u>	-	<u>5.2</u>	-

The per cents are calculated on a compound basis and weighted by employee coverage.

Includes collective bargaining settlements covering 200 or more Ontario workers.

One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

TABLE III

AVERAGE ANNUAL CENTS PER HOUR WAGE INCREASES IN BASE RATES ESTABLISHED BY COLLECTIVE
BARGAINING SETTLEMENTS NEGOTIATED IN ONTARIO IN FIRST QUARTER OF
1973 BY INDUSTRY AND DURATION OF AGREEMENT¹

Industry	All Agreements	One-Year ² Agreements	Two-Year Agreements	Three-Year Agreements
<u>All Industries</u>	<u>25.0</u>	<u>22.8</u>	<u>26.3</u>	<u>21.4</u>
<u>All Industries (Excluding Construction)</u>	<u>24.4</u>	<u>22.8</u>	<u>25.5</u>	<u>21.4</u>
<u>Manufacturing</u>	<u>22.2</u>	<u>14.3</u>	<u>25.4</u>	<u>17.9</u>
Food and Beverage	34.9	-	34.9	-
Rubber	21.7	-	21.7	-
Leather	24.0	-	24.0	-
Textile	18.5	-	20.4	12.3
Clothing	10.0	-	-	10.0
Furniture and Fixture	23.5	-	23.5	-
Paper and Allied	22.0	-	22.0	-
Primary Metals	27.9	-	-	27.9
Metal Fabricating	19.9	14.3	27.8	17.6
Machinery	23.8	-	24.7	22.0
Transportation Equipment	13.7	-	-	13.7
Electrical Products	23.8	-	22.7	26.1
Non-Metallic Mineral Products	22.5	-	22.5	-
Miscellaneous Manufacturing	35.0	-	35.0	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>25.1</u>	<u>23.9</u>	<u>25.6</u>	<u>23.6</u>
Logging	33.5	-	33.5	-
Transportation	30.5	-	30.5	-
Communication	23.6	-	-	23.6
Electric Power, Gas and Water Utilities	22.9	-	21.2	24.3
Retail Trade	38.2	-	38.2	-
Education and Related Services	20.5	-	20.5	-
Health and Welfare Services	22.0	23.5	20.2	-
Motion Picture and Recreational Services	21.9	21.9	-	-
Federal Administration	25.8	-	25.8	-
Provincial Administration	24.9	-	24.9	-
Local Administration	25.3	28.8	20.5	-
<u>Construction</u>	<u>34.4</u>	-	<u>34.4</u>	-

. The per cents are calculated on a compound basis and weighted by employee coverage.

. Includes collective bargaining settlements covering 200 or more Ontario workers.

. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

TABLE IV

AVERAGE ANNUAL PER CENT¹ AND CENTS PER HOUR WAGE INCREASE IN BASE RATES
ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS NEGOTIATED IN
FIRST QUARTER 1973 BY SIZE OF INCREASES²

Per Cent Increases	Agreements	Employees	Cents Increases	Agreements	Employees
3.0 - 3.4	2	1,220	8.0 - 8.4	1	1,000
3.5 - 3.9	1	450	10.0 - 10.4	1	220
4.0 - 4.4	1	300	10.5 - 10.9	1	325
4.5 - 4.9	4	2,059	12.0 - 12.5	1	550
5.0 - 5.4	4	2,695	13.0 - 13.4	3	1,750
5.5 - 5.9	6	2,540	13.5 - 13.9	1	323
6.0 - 6.4	4	1,138	14.0 - 14.4	1	285
6.5 - 6.9	14	11,161	16.0 - 16.4	1	300
7.0 - 7.4	6	8,002	16.5 - 16.9	1	319
7.5 - 7.9	19	24,435	17.0 - 17.4	1	200
8.0 - 8.4	4	4,139	17.5 - 17.9	4	1,300
8.5 - 8.9	7	2,883	19.0 - 19.4	1	315
9.0 - 9.4	17	5,233	20.0 - 20.4	7	2,342
9.5 - 9.9	4	1,876	20.5 - 20.9	3	453
10.0 - 10.4	7	1,447	21.0 - 21.4	4	1,395
10.5 - 10.9	2	714	21.5 - 21.9	5	1,037
11.0 - 11.4	2	976	22.0 - 22.4	1	375
11.5 - 11.9	2	230	22.5 - 22.9	5	1,052
12.0 - 12.4	1	313	23.0 - 23.4	3	950
			23.5 - 23.9	8	11,644
13.5 - 13.9	1	239	24.0 - 24.4	6	20,409
			25.0 - 25.4	4	2,314
			25.5 - 25.9	1	470
			26.0 - 26.4	1	293
			26.5 - 26.9	1	224
			27.0 - 27.4	2	837
			27.5 - 27.9	1	6,835
			28.0 - 28.4	3	688
			28.5 - 28.9	2	928
			29.0 - 29.4	2	520
			30.0 - 30.4	6	3,068
			30.5 - 30.9	3	854
			32.5 - 32.9	4	508
			33.5 - 33.9	11	3,983
			35.0 - 35.4	2	1,300
			40.0 - 40.4	3	1,850
			42.5 - 42.9	1	275
			43.0 - 43.4	1	239
			50.5 - 50.9	1	300

1. Per cents expressed in compound terms.

2. Includes collective bargaining settlements covering 200 or more employees.

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Ontario Ministry of Labour

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS

IN ONTARIO, SECOND QUARTER 1973

Prepared by

Research Branch
Ontario Ministry of Labour

August 1973

Hon. Fernand Guindon,
Minister

Mr. R. D. Johnston,
Deputy Minister

CONTENTS

The attached tables describe changes in base wages established by collective bargaining agreements, covering 200 or more Ontario workers, negotiated in the second quarter of 1973. The data are drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. These tables present preliminary data and may be subject to change as further settlements relating to the first quarter become available.

It should be noted that base rates are used in the calculations presented in the tables and may not be representative of the average increase for the entire bargaining unit. Table I indicates the number of Ontario workers affected by settlements by industry and these figures are used in the calculations of weighted averages in Tables II and III. These employee coverage estimates are obtained in connection with settlement reporting and are necessarily only rough approximations. Accurate estimates of employee coverage are particularly difficult to obtain in construction due to the nature of employment relationships. The data in Table II indicate average annual per cent wage increases by industry expressed on a compound basis.

Further information regarding these tables can be obtained by contacting the Research Branch, Ontario Ministry of Labour (965-6101).

Toronto
August 1, 1973

TABLE I

EMPLOYEES AFFECTED BY COLLECTIVE BARGAINING SETTLEMENTS NEGOTIATED IN ONTARIO IN
SECOND QUARTER 1973 BY INDUSTRY AND DURATION OF AGREEMENT ¹

Industry	All Agreements		One-Year ² Agreements		Two-Year Agreements		Three-Year Agreements	
	Employees	Agreements	Employees	Agreements	Employees	Agreements	Employees	Agreements
<u>Industries</u>	<u>97,451</u>	<u>159</u>	<u>9,167</u>	<u>9</u>	<u>46,441</u>	<u>106</u>	<u>41,843</u>	<u>44</u>
<u>Industries (Excluding Construction)</u>	<u>67,831</u>	<u>119</u>	<u>9,167</u>	<u>9</u>	<u>27,346</u>	<u>75</u>	<u>31,318</u>	<u>35</u>
<u>Manufacturing</u>	<u>22,314</u>	<u>54</u>	<u>210</u>	<u>1</u>	<u>11,092</u>	<u>28</u>	<u>11,012</u>	<u>25</u>
Food and Beverage	3,347	8	-	-	2,247	5	1,100	3
Textile	1,104	3	-	-	1,104	3	-	-
Food	250	1	-	-	250	1	-	-
Paper and Allied	300	1	-	-	300	1	-	-
Printing, Paper and Allied	750	3	-	-	750	3	-	-
Primary Metals	2,625	4	-	-	-	-	2,625	4
Metal Fabricating	951	5	-	-	510	2	441	3
Machinery	220	1	-	-	220	1	-	-
Transportation Equipment	3,706	9	-	-	945	2	2,761	7
Electrical Products	5,231	10	-	-	2,046	5	3,185	5
Non-Metallic Mineral Products	2,430	5	210	1	2,220	4	-	-
Miscellaneous Manufacturing	1,400	4	-	-	500	1	900	3
<u>Manufacturing (Excluding Construction)</u>	<u>45,517</u>	<u>65</u>	<u>8,957</u>	<u>8</u>	<u>16,254</u>	<u>47</u>	<u>20,306</u>	<u>10</u>
Mining	2,105	4	-	-	-	-	2,105	4
Transportation	1,545	2	-	-	1,300	1	245	1
Storage	1,600	1	-	-	1,600	1	-	-
Communication	500	1	-	-	-	-	500	1
Electric Power, Gas and Water Utilities	14,436	10	-	-	1,980	7	12,456	3
Retail Trade	295	1	-	-	295	1	-	-
Education and Related Services	2,204	8	500	1	1,704	7	-	-
Health and Welfare Services	9,267	26	4,702	6	4,565	20	-	-
Motion Picture and Recreational Services	500	2	-	-	500	2	-	-
Federal Administration	7,240	4	-	-	2,240	3	5,000	1
Provincial Administration	3,755	1	3,755	1	-	-	-	-
Local Administration	2,070	5	-	-	2,070	5	-	-
<u>Construction</u>	<u>29,620</u>	<u>40</u>	<u>-</u>	<u>-</u>	<u>19,095</u>	<u>31</u>	<u>10,525</u>	<u>9</u>

¹Includes collective bargaining settlements covering 200 or more Ontario workers.

²One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

TABLE II

AVERAGE ANNUAL PER CENT¹ WAGE INCREASES IN BASE RATES ESTABLISHED BY COLLECTIVE
BARGAINING SETTLEMENTS NEGOTIATED IN ONTARIO SECOND QUARTER OF
1973 BY INDUSTRY AND DURATION OF AGREEMENT²

Industry	All Agreements	One-Year ³ Agreements	Two-Year Agreements	Three-Year Agreements
<u>Industries</u>	<u>7.8</u>	<u>7.7</u>	<u>7.8</u>	<u>7.8</u>
<u>Industries (Excluding Construction)</u>	<u>7.8</u>	<u>7.8</u>	<u>8.5</u>	<u>7.3</u>
<u>Manufacturing</u>	<u>8.8</u>	<u>9.4</u>	<u>9.5</u>	<u>8.1</u>
Food and Beverage	9.9	-	10.3	8.9
Textile	8.1	-	8.1	-
Wood	13.1	-	13.1	-
Paper and Allied	13.8	-	13.8	-
Printing, Publishing & Allied	8.5	-	8.5	-
Primary Metals	7.4	-	-	7.4
Metal Fabricating	8.3	-	8.4	8.2
Machinery	9.1	-	9.1	-
Transportation Equipment	7.6	-	7.8	7.6
Electrical Products	8.9	-	7.9	9.5
Non-Metallic Mineral Products	11.1	9.4	11.2	-
Miscellaneous Manufacturing	6.3	-	8.9	4.9
<u>Manufacturing (Excluding Construction)</u>	<u>7.4</u>	<u>7.7</u>	<u>7.9</u>	<u>6.8</u>
Mining	7.8	-	-	7.8
Transportation	8.5	-	8.6	8.0
Storage	9.4	-	9.4	-
Communication	6.3	-	-	6.3
Electric Power, Gas and Water Utilities	7.2	-	6.9	7.3
Retail Trade	13.4	-	13.4	-
Education and Related Services	5.1	2.0	6.0	-
Health and Welfare Services	10.3	11.5	9.0	-
Motion Picture & Recreational Services	9.2	-	9.2	-
Federal Administration	5.5	-	6.0	5.3
Provincial Administration	3.6	3.6	-	-
Local Administration	7.4	-	7.4	-
<u>Construction</u>	<u>7.5</u>	-	<u>6.8</u>	<u>9.3</u>

The per cents are calculated on a compound basis and weighted by employee coverage.

Includes collective bargaining settlements covering 200 or more Ontario workers.

One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

Research Branch
Ontario Ministry of Labour

TABLE III

AVERAGE ANNUAL CENTS PER HOUR WAGE INCREASES IN BASE RATES ESTABLISHED BY COLLECTIVE
BARGAINING SETTLEMENTS NEGOTIATED IN ONTARIO IN SECOND QUARTER OF
1973 BY INDUSTRY AND DURATION OF AGREEMENT ¹

Industries	All Agreements	One-Year ² Agreements	Two-Year Agreements	Three-Year Agreements
<u>Industries</u>	<u>33.0</u>	<u>23.0</u>	<u>35.6</u>	<u>32.4</u>
<u>Industries (Excluding Construction)</u>	<u>26.3</u>	<u>23.0</u>	<u>27.9</u>	<u>26.0</u>
<u>Manufacturing</u>	<u>28.3</u>	<u>30.0</u>	<u>29.9</u>	<u>26.5</u>
Food and Beverage	33.5	-	34.1	32.4
Textile	20.5	-	20.5	-
Food	35.5	-	35.5	-
Paper and Allied	32.5	-	32.5	-
Printing, Publishing and Allied	38.3	-	38.3	-
Primary Metals	26.6	-	-	26.6
Metal Fabricating	29.0	-	30.7	28.2
Machinery	30.5	-	30.5	-
Transportation Equipment	24.1	-	27.5	22.9
Electrical Products	25.7	-	20.3	29.2
Non-Metallic Mineral Products	38.5	30.0	39.3	-
Miscellaneous Manufacturing	18.4	-	16.8	19.3
<u>Manufacturing (Excluding Construction)</u>	<u>25.4</u>	<u>22.8</u>	<u>26.5</u>	<u>25.6</u>
Mining	26.8	-	-	26.8
Transportation	31.8	-	32.1	30.0
Storage	40.0	-	40.0	-
Communication	27.0	-	-	27.0
Electric Power, Gas and Water Utilities	28.4	-	25.7	28.8
Retail Trade	33.9	-	33.9	-
Education and Related Services	14.7	10.0	16.1	-
Health and Welfare Services	24.8	28.2	21.3	-
Motion Picture and Recreational Services	44.4	-	44.4	-
Federal Administration	21.3	-	31.0	17.0
Provincial Administration	17.8	17.8	-	-
Local Administration	26.0	-	26.0	-
<u>Construction</u>	<u>48.2</u>	<u>-</u>	<u>46.3</u>	<u>51.7</u>

Includes collective bargaining settlements covering 200 or more Ontario workers.

One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

TABLE IV

AVERAGE ANNUAL PER CENT¹ AND CENTS PER HOUR WAGE INCREASE IN BASE RATES
ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS IN NON-CONSTRUCTION
INDUSTRY NEGOTIATED IN SECOND QUARTER 1973 BY SIZE OF INCREASES²

Per Cent Increases	Agreements	Employees	Cents Increases	Agreements	Employees
0.0	1	205	0.0	1	205
2.0 - 2.4	1	500	9.5 - 9.9	1	204
3.0 - 3.4	1	375	10.0 - 10.4	3	739
3.5 - 3.9	4	4,554	11.0 - 11.4	2	725
4.0 - 4.4	1	204	15.5 - 15.9	2	1,470
4.5 - 4.9	4	1,120	16.5 - 16.9	3	2,370
5.0 - 5.4	2	5,220	17.0 - 17.4	2	5,500
5.5 - 5.9	4	2,395	17.5 - 17.9	3	4,340
6.0 - 6.4	3	1,273	18.0 - 18.4	1	220
6.5 - 6.9	9	5,455	18.4 - 18.9	1	390
7.0 - 7.4	12	15,059	19.0 - 19.4	6	1,984
7.5 - 7.9	6	3,976	20.0 - 20.4	14	2,644
8.0 - 8.4	9	3,801	20.5 - 20.9	1	245
8.5 - 8.9	16	5,883	21.0 - 21.4	1	366
9.0 - 9.4	20	6,515	21.5 - 21.9	6	2,000
9.5 - 9.9	4	1,026	22.0 - 22.4	1	800
10.0 - 10.4	6	1,540	23.0 - 23.4	2	930
10.5 - 10.9	1	1,400	23.5 - 23.9	1	470
11.0 - 11.4	4	1,876	24.5 - 24.9	6	2,327
11.5 - 11.9	2	589	25.0 - 25.4	2	566
12.0 - 12.4	2	1,080	25.5 - 25.9	2	241
12.5 - 12.9	3	1,490	26.4 - 26.9	2	480
13.0 - 13.4	2	545	27.0 - 27.4	1	500
13.5 - 13.9	1	300	27.5 - 27.9	9	4,569
19.0 - 19.4	1	1,450	28.0 - 28.4	3	1,165
			28.5 - 28.9	1	12,000
			29.0 - 29.4	3	1,665
			30.0 - 30.4	6	2,640
			30.5 - 30.9	2	445
			31.0 - 31.4	4	997
			31.5 - 31.9	1	410
			32.0 - 32.4	3	2,000
			32.5 - 32.9	1	300
			33.5 - 33.9	2	515
			34.0 - 34.4	1	1,400
			35.0 - 35.4	3	1,085
			35.5 - 35.9	1	250
			36.0 - 36.4	1	1,320
			36.5 - 36.9	3	897
			37.5 - 37.9	2	505
			38.5 - 38.9	1	250
			40.0 - 40.4	1	1,600
			42.5 - 42.9	3	1,857
			44.0 - 44.4	1	1,450
			48.0 - 48.4	2	520
			50.0 - 50.4	1	275

1. Per cents expressed in compound terms.

2. Includes collective bargaining bargaining settlements covering
200 or more employees.

TABLE IVA

AVERAGE ANNUAL PER CENT¹ AND CENTS PER HOUR WAGE INCREASE IN BASE RATES
ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS IN CONSTRUCTION INDUSTRY
NEGOTIATED IN SECOND QUARTER 1973 BY SIZE OF INCREASES²

Per Cent Increases	Agreements	Employees	Cents Increases	Agreements	Employees
3.5 - 3.9	6	2,405	20.0 - 20.4	1	900
4.0 - 4.4	1	300	25.0 - 25.4	1	270
4.5 - 4.9	3	1,550	27.5 - 27.9	3	935
5.0 - 5.4	4	1,050	28.0 - 28.4	1	250
5.5 - 5.9	4	2,120	29.5 - 29.9	1	300
6.0 - 6.4	4	5,325	30.0 - 30.4	4	1,900
6.5 - 6.9	4	4,820	32.5 - 32.9	2	300
7.0 - 7.4	3	3,139	34.5 - 34.9	1	300
7.5 - 7.9	2	1,186	36.5 - 36.9	1	550
8.0 - 8.4	1	1,300	37.5 - 37.9	1	350
8.5 - 8.9	3	4,200	40.0 - 40.4	2	950
9.5 - 9.9	1	400	44.0 - 44.4	1	420
10.0 - 10.4	2	900	45.0 - 45.4	1	500
13.5 - 13.9	1	425	46.0 - 46.4	1	200
17.5 - 17.9	1	500	46.5 - 46.9	2	4,500
			47.5 - 47.9	3	659
			48.5 - 48.9	1	900
			50.0 - 50.4	1	600
			54.0 - 54.4	1	4,000
			55.0 - 55.4	2	2,725
			56.0 - 56.4	1	1,300
			56.5 - 56.9	4	4,300
			60.0 - 60.4	1	425
			62.5 - 62.9	1	600
			63.5 - 63.9	1	986
			80.0 - 80.5	1	500

Per cents expressed in compound terms.

Includes collective bargaining settlements covering 200 or more employees.

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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS

IN ONTARIO, THIRD QUARTER 1973

Prepared by

Research Branch
Ontario Ministry of Labour

November 1973

Hon. Fern Guindon,
Minister

Mr. R. D. Johnston,
Deputy Minister

CONTENTS

The attached tables describe changes in base wages established by collective bargaining agreements, covering 200 or more Ontario workers, negotiated in the third quarter of 1973. The data are drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. These tables present preliminary data and may be subject to change as further settlements relating to the third quarter become available.

It should be noted that base rates are used in the calculations presented in the tables and may not be representative of the average increase for the entire bargaining unit. Table I indicates the number of Ontario workers affected by settlements by industry and these figures are used in the calculations of weighted averages in Tables II and III. These employee coverage estimates are obtained in connection with settlement reporting and are necessarily only rough approximations. Accurate estimates of employee coverage are particularly difficult to obtain in construction due to the nature of employment relationships. The data in Table II indicate average annual per cent wage increases by industry expressed on a compound basis.

Further information regarding these tables can be obtained by contacting the Research Branch, Ontario Ministry of Labour (965-6886).

Toronto
November 1, 1973

TABLE I

EMPLOYEES AFFECTED BY COLLECTIVE BARGAINING SETTLEMENTS NEGOTIATED IN ONTARIO IN
THIRD QUARTER OF 1973 BY INDUSTRY AND DURATION OF AGREEMENT ¹

Industry	All Agreements		One-Year ² Agreements		Two-Year Agreements		Three-Year Agreements	
	Employees	Agreements	Employees	Agreements	Employees	Agreements	Employees	Agreements
<u>Industries</u>	<u>86,541</u>	<u>143</u>	<u>6,301</u>	<u>5</u>	<u>55,938</u>	<u>114</u>	<u>24,302</u>	<u>24</u>
<u>Industries (Excluding Construction)</u>	<u>59,816</u>	<u>110</u>	<u>6,301</u>	<u>5</u>	<u>32,483</u>	<u>88</u>	<u>21,032</u>	<u>17</u>
<u>Manufacturing</u>	<u>40,596</u>	<u>74</u>	-	-	<u>21,301</u>	<u>61</u>	<u>19,295</u>	<u>13</u>
Food and Beverage	877	3	-	-	877	3	-	-
Robber	850	2	-	-	250	1	600	1
Textile	400	1	-	-	400	1	-	-
Kitting Mills	600	3	-	-	600	3	-	-
Spinning	1,300	1	-	-	-	-	1,300	1
Wood	744	5	-	-	744	5	-	-
Paper and Allied	9,936	29	-	-	9,936	29	-	-
Printing, Publishing and Allied	1,300	1	-	-	1,300	1	-	-
Plastic Fabricating	1,369	6	-	-	1,369	6	-	-
Machinery	1,165	3	-	-	1,165	3	-	-
Transportation Equipment	12,730	6	-	-	-	-	12,730	6
Electrical Products	7,380	9	-	-	3,395	6	3,985	3
Non-Metallic Mineral Products	1,120	2	-	-	800	1	320	1
Petroleum and Coal Products	360	1	-	-	-	-	360	1
Chemical and Chemical Products	465	2	-	-	465	2	-	-
<u>Manufacturing (Excluding Construction)</u>	<u>19,220</u>	<u>36</u>	<u>6,301</u>	<u>5</u>	<u>11,182</u>	<u>27</u>	<u>1,737</u>	<u>4</u>
Transportation	1,093	2	-	-	293	1	800	1
Communication	1,585	2	-	-	1,585	2	-	-
Wholesale Trade	600	2	-	-	-	-	600	2
Rail Trade	5,405	3	5,000	2	405	1	-	-
Education and Related Services	1,015	3	400	1	615	2	-	-
Health and Welfare Services	3,912	12	310	1	3,602	11	-	-
Services to Business Management	512	2	-	-	512	2	-	-
Personal Services	337	1	-	-	-	-	337	1
General Administration	2,814	5	591	1	2,223	4	-	-
Local Administration	1,947	4	-	-	1,947	4	-	-
<u>Construction</u>	<u>26,725</u>	<u>33</u>	-	-	<u>23,455</u>	<u>26</u>	<u>3,270</u>	<u>7</u>

Includes collective bargaining settlements covering 200 or more Ontario workers.

One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

Research Branch
Ontario Ministry of Labour

TABLE II

AVERAGE ANNUAL PER CENT¹ WAGE INCREASES IN BASE RATES ESTABLISHED BY COLLECTIVE
BARGAINING SETTLEMENTS NEGOTIATED IN ONTARIO IN THIRD QUARTER OF
1973 BY INDUSTRY AND DURATION OF AGREEMENT²

Industry	All Agreements	One-Year ³ Agreements	Two-Year Agreements	Three-Year Agreements
<u>All Industries</u>	<u>8.6</u>	<u>11.2</u>	<u>9.1</u>	<u>6.7</u>
<u>All Industries (Excluding Construction)</u>	<u>8.5</u>	<u>11.2</u>	<u>9.2</u>	<u>6.5</u>
<u>Manufacturing</u>	<u>8.1</u>	<u>-</u>	<u>9.7</u>	<u>6.4</u>
Food and Beverage	11.4	-	11.4	-
Rubber	8.9	-	9.0	8.9
Textile	8.9	-	8.9	-
Knitting Mills	12.1	-	12.1	-
Clothing	7.7	-	-	7.7
Wood	12.3	-	12.3	-
Paper and Allied	9.2	-	9.2	-
Printing, Publishing and Allied	9.5	-	9.5	-
Metal Fabricating	9.3	-	9.3	-
Machinery	8.3	-	8.3	-
Transportation Equipment	4.7	-	-	4.7
Electrical Products	10.5	-	10.2	10.8
Non-Metallic Mineral Products	10.4	-	11.9	6.6
Petroleum and Coal Products	7.8	-	-	7.8
Chemical and Chemical Products	7.9	-	7.9	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>9.2</u>	<u>11.2</u>	<u>8.2</u>	<u>8.3</u>
Transportation	7.5	-	9.3	6.9
Communication	8.9	-	8.9	-
Wholesale Trade	10.2	-	-	10.2
Retail Trade	11.7	12.0	8.6	-
Education and Related Services	9.4	8.5	10.0	-
Health and Welfare Services	9.0	12.0	8.8	-
Services to Business Management	8.8	-	8.8	-
Personal Services	8.4	-	-	8.4
Federal Administration	6.6	5.7	6.8	-
Local Administration	6.9	-	6.9	-
<u>Construction</u>	<u>8.9</u>	<u>-</u>	<u>9.1</u>	<u>7.5</u>

1. The per cents are calculated on a compound basis and weighted by employee coverage.
2. Includes collective bargaining settlements covering 200 or more Ontario workers.
3. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

TABLE III

AVERAGE ANNUAL CENTS PER HOUR WAGE INCREASES IN BASE RATES ESTABLISHED BY COLLECTIVE
BARGAINING SETTLEMENTS NEGOTIATED IN ONTARIO IN THIRD QUARTER OF
1973 BY INDUSTRY AND DURATION OF AGREEMENT¹

Industry	All Agreements	One-Year ² Agreements	Two-Year Agreements	Three-Year Agreements
<u>All Industries</u>	<u>34.9</u>	<u>30.5</u>	<u>38.3</u>	<u>28.2</u>
<u>All Industries (Excluding Construction)</u>	<u>29.1</u>	<u>30.5</u>	<u>31.6</u>	<u>24.9</u>
<u>Manufacturing</u>	<u>29.4</u>	-	<u>34.0</u>	<u>24.3</u>
Food and Beverage	33.1	-	33.1	-
Rubber	26.3	-	29.5	25.0
Textile	32.0	-	32.0	-
Knitting Mills	28.0	-	28.0	-
Clothing	16.3	-	-	16.3
Wood	44.5	-	44.5	-
Paper and Allied	35.4	-	35.4	-
Printing, Publishing and Allied	28.6	-	28.6	-
Metal Fabricating	29.6	-	29.6	-
Machinery	33.4	-	33.4	-
Transportation Equipment	21.3	-	-	21.3
Electrical Products	34.2	-	32.2	35.8
Non-Metallic Mineral Products	37.0	-	42.5	23.3
Petroleum and Coal Products	31.4	-	-	31.4
Chemical and Chemical Products	27.4	-	27.4	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>28.6</u>	<u>30.5</u>	<u>27.1</u>	<u>32.0</u>
Transportation	38.7	-	38.0	39.0
Communication	21.3	-	21.3	-
Wholesale Trade	30.3	-	-	30.3
Retail Trade	32.2	32.5	28.0	-
Education and Related Services	26.1	24.1	27.4	-
Health and Welfare Services	24.7	26.0	24.6	-
Services to Business Management	18.5	-	18.5	-
Personal Services	18.3	-	-	18.3
Federal Administration	32.1	20.0	35.4	-
Local Administration	27.1	-	27.1	-
<u>Construction</u>	<u>47.8</u>	-	<u>47.6</u>	<u>49.4</u>

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

TABLE IV

AVERAGE ANNUAL PER CENT¹ AND CENTS PER HOUR WAGE INCREASES IN BASE RATES
ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS IN NON-CONSTRUCTION
INDUSTRIES NEGOTIATED IN THIRD QUARTER 1973 BY SIZE OF INCREASES²

Per Cent Increases	Agreements	Employees	Cents Increases	Agreements	Employees
1.5 - 1.9	1	413	6.0 - 6.9	1	413
4.5 - 4.9	4	11,860	16.0 - 16.9	2	1,920
5.0 - 5.4	2	800	17.0 - 17.9	2	500
5.5 - 5.9	2	861	18.0 - 18.9	3	807
6.0 - 6.4	5	3,270	19.0 - 19.9	1	610
6.5 - 6.9	4	1,763	20.0 - 20.9	9	3,147
7.0 - 7.4	3	990	21.0 - 21.9	4	11,565
7.5 - 7.9	4	2,250			
8.0 - 8.4	5	2,360	23.0 - 23.9	3	1,185
8.5 - 8.9	7	2,712	24.0 - 24.9	5	2,704
9.0 - 9.4	37	12,039	25.0 - 25.9	2	865
9.5 - 9.9	9	4,429	26.0 - 26.9	3	835
10.0 - 10.4	4	1,047	27.0 - 27.9	2	619
10.5 - 10.9	3	1,490	28.0 - 28.9	7	3,030
11.0 - 11.4	4	4,228	29.0 - 29.9	2	575
11.5 - 11.9	2	1,770	30.0 - 30.9	5	2,037
12.0 - 12.4	6	5,910	31.0 - 31.9	3	1,292
12.5 - 12.9	2	755	32.0 - 32.9	4	5,700
13.0 - 13.4	2	440	33.0 - 33.9	3	849
			34.0 - 34.9	6	2,320
14.0 - 14.4	4	429	35.0 - 35.9	26	8,076
			36.0 - 36.9	4	3,025
			37.0 - 37.9	2	670
			38.0 - 38.9	2	1,693
			39.0 - 39.9	2	3,260
			42.0 - 42.9	2	1,125
			48.0 - 48.9	1	565
			51.0 - 51.6	4	429

1. Per cents expressed in compound terms.

2. Includes collective bargaining settlements covering 200 or more employees.

Research Branch
Ontario Ministry of Labour

TABLE IVA

AVERAGE ANNUAL PER CENT¹ AND CENTS PER HOUR WAGE INCREASES IN BASE RATES
ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS IN CONSTRUCTION
INDUSTRIES NEGOTIATED IN THIRD QUARTER 1973 BY SIZE OF INCREASES²

Per Cent Increases	Agreements	Employees	Cents Increases	Agreements	Employees
3.5 - 3.9	2	860	27.0 - 27.9	2	860
4.0 - 4.4	3	3,650	32.0 - 32.9	1	200
5.0 - 5.4	2	1,760	33.0 - 33.9	1	3,000
5.5 - 5.9	1	1,800	34.0 - 34.9	1	450
6.0 - 6.4	3	6,350	40.0 - 40.9	2	1,350
6.5 - 6.9	6	4,885	42.0 - 42.9	1	1,260
7.0 - 7.4	3	1,050	43.0 - 43.9	1	250
7.5 - 7.9	3	2,150	44.0 - 44.9	2	2,800
8.0 - 8.4	2	950	45.0 - 45.9	3	1,400
8.5 - 8.9	2	750	48.0 - 48.9	1	350
9.0 - 9.4	4	1,520	49.0 - 49.9	2	6,000
12.5 - 12.9	1	200	50.0 - 50.9	2	800
13.0 - 13.4	1	800	52.0 - 52.9	3	2,735
			53.0 - 53.9	1	400
			55.0 - 55.9	1	350
			57.0 - 57.9	1	550
			60.0 - 60.9	1	500
			61.0 - 61.9	1	250
			62.0 - 62.9	1	700
			63.0 - 63.9	1	1,000
			65.0 - 65.9	2	520
			76.0 - 76.9	1	800
			77.0 - 77.9	1	200

1. Per cents expressed in compound terms.

2. Includes collective bargaining settlements covering 200 or more employees.

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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS

IN ONTARIO, FOURTH QUARTER 1973

Prepared by

Research Branch
Ontario Ministry of Labour

February 1974

Hon. Fernand Guindon
Minister

Mr. R. D. Johnston
Deputy Minister

CONTENTS

The attached tables describe changes in base wages established by collective bargaining agreements, covering 200 or more Ontario workers, negotiated in the fourth quarter 1973. The data are drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. These tables present preliminary data and may be subject to change as further settlements relating to the fourth quarter become available.

It should be noted that base rates are used in the calculations presented in the tables and may not be representative of the average increase for the entire bargaining unit. Table I indicates the number of Ontario workers affected by settlements by industry and these figures are used in the calculations of weighted averages in Tables II and III. These employee coverage estimates are obtained in connection with settlement reporting and are necessarily only rough approximations. Accurate estimates of employee coverage are particularly difficult to obtain in construction due to the nature of employment relationships. The data in Table II indicate average annual per cent wage increase by industry expressed on a compound basis.

Further information regarding these tables can be obtained by contacting the Research Branch, Ontario Ministry of Labour (965-6886).

Toronto,
February 1, 1974

Industry	All Agreements		One-Year ² Agreements		Two-Year Agreements		Three-Year Agreements	
	Employees	Agreements	Employees	Agreements	Employees	Agreements	Employees	Agreements
<u>All Industries</u>	<u>101,857</u>	<u>119</u>	<u>14,712</u>	<u>10</u>	<u>36,492</u>	<u>84</u>	<u>50,653</u>	<u>25</u>
<u>All Industries (Excluding Construction)</u>	<u>101,357</u>	<u>118</u>	<u>14,712</u>	<u>10</u>	<u>36,492</u>	<u>84</u>	<u>50,153</u>	<u>24</u>
<u>Manufacturing</u>	<u>56,571</u>	<u>70</u>	<u>210</u>	<u>1</u>	<u>13,498</u>	<u>50</u>	<u>42,863</u>	<u>19</u>
Food and Beverage	1,860	6	-	-	1,075	2	785	4
Tobacco Products	860	2	-	-	860	2	-	-
Leather	742	3	-	-	742	3	-	-
Textile	1,375	4	-	-	1,375	4	-	-
Knitting Mills	375	2	-	-	375	2	-	-
Clothing	360	1	-	-	360	1	-	-
Wood	210	1	210	1	-	-	-	-
Paper and Allied	4,864	27	-	-	4,414	26	450	1
Printing, Publishing and Allied	1,000	1	-	-	1,000	1	-	-
Primary Metal	430	2	-	-	230	1	200	1
Metal Fabricating	480	2	-	-	480	2	-	-
Machinery	488	2	-	-	275	1	213	1
Transportation Equipment	38,100	6	-	-	1,000	1	37,100	5
Electrical Products	1,507	4	-	-	1,062	3	445	1
Non-Metallic Mineral Products	975	3	-	-	-	-	975	3
Chemical and Chemical Products	2,370	2	-	-	-	-	2,370	2
Miscellaneous Manufacturing	575	2	-	-	250	1	325	1
<u>Non-Manufacturing (Excluding Construction)</u>	<u>44,786</u>	<u>48</u>	<u>14,502</u>	<u>9</u>	<u>22,994</u>	<u>34</u>	<u>7,290</u>	<u>5</u>
Transportation	1,937	2	-	-	1,937	2	-	-
Communication	18,723	6	12,673	3	250	1	5,800	2
Electric Power, Gas and Water Utilities	630	1	-	-	630	1	-	-
Retail Trade	4,835	7	-	-	4,835	7	-	-
Education and Related Services	2,892	8	742	2	2,150	6	-	-
Health and Welfare Services	1,259	5	210	1	1,049	4	-	-
Services to Business Management	2,672	5	302	1	2,370	4	-	-
Personal Services	595	2	-	-	275	1	320	1
Federal Administration	2,753	6	-	-	1,583	4	1,170	2
Provincial Administration	7,300	3	-	-	7,300	3	-	-
Local Administration	1,190	3	575	2	615	1	-	-
<u>Construction</u>	<u>500</u>	<u>1</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>500</u>	<u>1</u>

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

TABLE II

AVERAGE ANNUAL PER CENT¹ WAGE INCREASES IN BASE RATES ESTABLISHED
BY COLLECTIVE BARGAINING SETTLEMENTS NEGOTIATED IN FOURTH QUARTER
OF 1973 BY INDUSTRY AND DURATION OF AGREEMENT²

Industry	All Agreements	One-Year ³ Agreements	Two-Year Agreements	Three-Year Agreements
<u>All Industries</u>	<u>7.6</u>	<u>9.6</u>	<u>9.4</u>	<u>5.7</u>
<u>All Industries (Excluding Construction)</u>	<u>7.6</u>	<u>9.6</u>	<u>9.4</u>	<u>5.7</u>
<u>Manufacturing</u>	<u>6.4</u>	<u>9.7</u>	<u>10.9</u>	<u>5.0</u>
Food and Beverage	12.1	-	15.6	7.3
Tobacco Products	14.8	-	14.8	-
Leather	9.2	-	9.2	-
Textile	9.8	-	9.8	-
Knitting Mills	16.2	-	16.2	-
Clothing	14.7	-	14.7	-
Wood	9.7	9.7	-	-
Paper and Allied	9.2	-	9.3	8.1
Printing, Publishing and Allied	11.0	-	11.0	-
Primary Metal	10.6	-	12.0	9.0
Metal Fabricating	8.8	-	8.8	-
Machinery	10.2	-	12.3	7.6
Transportation Equipment	4.6	-	9.8	4.5
Electrical Products	9.2	-	9.8	8.0
Non-Metallic Mineral Products	9.9	-	-	9.9
Chemical and Chemical Products	8.7	-	-	8.7
Miscellaneous Manufacturing	10.6	-	12.4	9.2
<u>Non-Manufacturing (Excluding Construction)</u>	<u>9.1</u>	<u>9.6</u>	<u>8.6</u>	<u>9.7</u>
Transportation	7.5	-	7.5	-
Communication	9.9	9.6	8.3	10.6
Electric Power, Gas and Water Utilities	8.6	-	8.6	-
Retail Trade	10.8	-	10.8	-
Education and Related Services	9.4	8.0	9.8	-
Health and Welfare Services	10.6	10.9	10.5	-
Services to Business Management	7.9	8.8	7.8	-
Personal Services	10.9	-	12.9	9.2
Federal Administration	5.7	-	6.1	5.0
Provincial Administration	7.3	-	7.3	-
Local Administration	9.9	10.8	9.0	-
<u>Construction</u>	<u>5.3</u>	<u>-</u>	<u>-</u>	<u>5.3</u>

1. The per cents are calculated on a compound basis and weighted by employee coverage.
2. Includes collective bargaining settlements covering 200 or more Ontario workers.
3. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

TABLE III

AVERAGE ANNUAL CENTS PER HOUR WAGE INCREASES IN BASE RATES ESTABLISHED
BY COLLECTIVE BARGAINING SETTLEMENTS NEGOTIATED IN FOURTH QUARTER
OF 1973 BY INDUSTRY AND DURATION OF AGREEMENT¹

Industry	All Agreements	One-Year ² Agreements	Two-Year Agreements	Three-Year Agreements
<u>All Industries</u>	<u>27.7</u>	<u>26.9</u>	<u>33.2</u>	<u>24.0</u>
<u>All Industries (Excluding Construction)</u>	<u>27.7</u>	<u>26.9</u>	<u>33.2</u>	<u>23.8</u>
<u>Manufacturing</u>	<u>26.5</u>	<u>29.3</u>	<u>36.1</u>	<u>23.4</u>
Food and Beverage	37.1	-	46.5	24.1
Tobacco Products	47.2	-	47.2	-
Leather	22.1	-	22.1	-
Textile	22.0	-	22.0	-
Knitting Mills	33.0	-	33.0	-
Clothing	30.4	-	30.4	-
Wood	29.0	29.0	-	-
Paper and Allied	35.9	-	36.1	33.7
Printing, Publishing and Allied	60.8	-	60.8	-
Primary Metal	32.1	-	36.5	27.0
Metal Fabricating	30.7	-	30.7	-
Machinery	30.2	-	33.4	26.0
Transportation Equipment	22.5	-	35.2	22.2
Electrical Products	29.2	-	29.7	28.0
Non-Metallic Mineral Products	36.1	-	-	36.1
Chemical and Chemical Products	34.3	-	-	34.3
Miscellaneous Manufacturing	25.4	-	28.5	23.0
<u>Non-Manufacturing (Excluding Construction)</u>	<u>29.1</u>	<u>26.8</u>	<u>31.2</u>	<u>26.2</u>
Transportation	45.8	-	45.8	-
Communication	26.0	25.5	19.0	27.5
Electric Power, Gas and Water Utilities	33.0	-	33.0	-
Retail Trade	30.9	-	30.9	-
Education and Related Services	29.3	37.1	26.6	-
Health and Welfare Services	25.6	26.0	25.6	-
Services to Business Management	24.7	19.9	25.3	-
Personal Services	24.7	-	30.5	19.7
Federal Administration	28.2	-	33.0	21.6
Provincial Administration	33.1	-	33.1	-
Local Administration	36.2	47.0	26.0	-
<u>Construction</u>	<u>41.0</u>	<u>-</u>	<u>-</u>	<u>41.0</u>

- . Includes collective bargaining settlements covering 200 or more Ontario workers.
. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

TABLE IV

AVERAGE ANNUAL PER CENT¹ AND CENTS PER HOUR WAGE
INCREASES IN BASE RATES ESTABLISHED BY COLLECTIVE
BARGAINING SETTLEMENTS IN NON-CONSTRUCTION
INDUSTRIES NEGOTIATED IN FOURTH QUARTER
1973 BY SIZE OF INCREASES²

Per Cent Increases	Agreements	Employees	Cents Increases	Agreements	Employees
3.5 - 3.9	1	780	16.0 - 16.9	1	310
4.5 - 4.9	5	37,290	18.0 - 18.9	3	2,180
5.5 - 5.9	5	938	19.0 - 19.9	4	6,572
6.0 - 6.4	5	2,225	20.0 - 20.9	7	4,693
6.5 - 6.9	1	280	21.0 - 21.9	5	1,247
7.0 - 7.4	4	7,922	22.0 - 22.9	4	36,234
7.5 - 7.9	5	2,445	23.0 - 23.9	4	1,212
8.0 - 8.4	6	4,820	24.0 - 24.9	3	1,040
8.5 - 8.9	9	10,016	25.0 - 25.9	3	905
9.0 - 9.4	36	8,666	26.0 - 26.9	5	6,423
9.5 - 9.9	5	2,470	27.0 - 27.9	4	655
10.0 - 10.4	6	12,950	28.0 - 28.9	5	2,645
10.5 - 10.9	6	1,387	29.0 - 29.9	5	8,382
11.0 - 11.4	4	1,710	30.0 - 30.9	5	1,577
11.5 - 11.9	2	700	32.0 - 32.9	2	3,150
12.0 - 12.4	5	1,505	33.0 - 33.9	19	5,980
12.5 - 12.9	3	758	34.0 - 34.9	2	2,370
			35.0 - 35.9	5	1,899
13.0 - 13.4	1	250	36.0 - 36.9	15	6,170
14.0 - 14.4	1	800	37.0 - 37.9	2	418
14.5 - 14.9	1	360	38.0 - 38.9	3	950
15.0 - 15.4	1	225			
15.5 - 15.9	1	420	40.0 - 40.9	1	200
16.0 - 16.4	2	375	41.0 - 41.9	1	490
			42.0 - 42.9	1	215
17.0 - 17.4	1	800	47.0 - 47.9	2	860
18.0 - 18.4	1	360	50.0 - 50.9	2	1,175
18.5 - 18.9	1	905	51.0 - 51.9	1	273
			55.0 - 55.9	1	905
			60.0 - 60.9	1	1,000
			61.0 - 61.9	1	1,002
			75.0 - 75.9	1	225

1. Per cents expressed in compound terms.

2. Includes collective bargaining settlements covering 200 or more employees.

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Government
Publications



Ontario Ministry of Labour

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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS

///

IN ONTARIO, FIRST QUARTER 1974

Prepared by

Research Branch
Ontario Ministry of Labour

May 1974

Hon. Fern Guindon
Minister

Mr. R. D. Johnston
Deputy Minister

CONTENTS

The attached tables describe changes in base wages established by collective bargaining agreements, covering 200 or more Ontario workers, negotiated in the first quarter of 1974. The data are drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. These tables present preliminary data and may be subject to change as further settlements relating to the first quarter become available.

It should be noted that base rates are used in the calculations presented in the tables and may not be representative of the average increase for the entire bargaining unit. Table I indicates the number of Ontario workers affected by settlements by industry and these figures are used in the calculations of weighted averages in Tables II and III. These employee coverage estimates are obtained in connection with settlement reporting and are necessarily only rough approximations. Accurate estimates of employee coverage are particularly difficult to obtain in construction due to the nature of employment relationships. The data in Table II indicate average annual per cent wage increases by industry expressed on a compound basis.

Further information regarding these tables can be obtained by contacting the Research Branch, Ontario Ministry of Labour (965-6886).

Toronto
May 1, 1974

EMPLOYEES AFFECTED BY COLLECTIVE BARGAINING SETTLEMENTS NEGOTIATED IN ONTARIO IN
FIRST QUARTER OF 1974, BY INDUSTRY AND DURATION OF AGREEMENT¹

Industry	All Agreements		One-Year ² Agreements		Two-Year ² Agreements		Three-Year ² Agreements	
	Employees	Agreements	Employees	Agreements	Employees	Agreements	Employees	Agreements
All Industries	118,860	116	10,525	11	99,562	83	8,773	22
All Industries (Excluding Construction)	115,885	112	10,525	11	97,287	81	8,073	20
Manufacturing	26,568	56	670	2	20,125	36	5,773	18
Food and Beverage	2,527	9	-	-	620	1	1,907	8
Tobacco	286	1	-	-	286	1	-	-
Rubber	300	1	-	-	-	-	300	1
Textile	1,231	4	-	-	1,019	3	212	1
Knitting Mills	80	2	-	-	80	2	-	-
Clothing	3,170	3	-	-	3,170	3	-	-
Wood	550	2	-	-	350	1	200	1
Furniture and Fixture	875	2	-	-	875	2	-	-
Printing, Publishing and Allied	330	3	-	-	330	3	-	-
Primary Metal	470	2	-	-	235	1	235	1
Metal Fabricating	2,680	6	670	2	435	2	1,575	2
Machinery	855	2	-	-	855	2	-	-
Transportation Equipment	1,349	4	-	-	330	1	1,019	3
Electrical Products	9,110	8	-	-	9,110	8	-	-
Non-Metallic Mineral Products	570	1	-	-	570	1	-	-
Chemical and Chemical Products	675	2	-	-	675	2	-	-
Miscellaneous Manufacturing	1,510	4	-	-	1,185	3	325	1
Non-Manufacturing (Excluding Construction)	89,317	56	9,855	9	77,162	45	2,300	2
Transportation	27,873	26	-	-	26,973	25	900	1
Retail Trade	1,400	1	-	-	-	-	1,400	1
Education and Related Services	1,030	3	500	1	530	2	-	-
Health and Welfare Services	3,239	14	820	2	2,419	12	-	-
Federal Administration	24,880	1	-	-	24,880	1	-	-
Provincial Administration	21,670	2	3,670	1	18,000	1	-	-
Local Administration	9,225	9	4,865	5	4,360	4	-	-
Construction	2,975	4	-	-	2,275	2	700	2

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

AVERAGE ANNUAL PER CENT¹ WAGE INCREASES IN BASE RATES ESTABLISHED BY COLLECTIVE
BARGAINING SETTLEMENTS NEGOTIATED IN ONTARIO IN FIRST QUARTER OF
1974, BY INDUSTRY AND DURATION OF AGREEMENT²

Industry	All Agreements	One-Year ³ Agreements	Two-Year ³ Agreements	Three-Year ³ Agreements
<u>All Industries</u>	<u>9.9</u>	<u>10.7</u>	<u>9.8</u>	<u>9.2</u>
<u>All Industries (Excluding Construction)</u>	<u>9.9</u>	<u>10.7</u>	<u>9.9</u>	<u>9.3</u>
<u>Manufacturing</u>	<u>11.4</u>	<u>14.6</u>	<u>12.0</u>	<u>8.9</u>
Food and Beverage	10.9	-	9.3	11.4
Tobacco	13.8	-	13.8	-
Rubber	11.3	-	-	11.3
Textile	11.5	-	11.8	10.2
Knitting Mills	13.6	-	13.6	-
Clothing	16.1	-	16.1	-
Wood	12.7	-	13.7	10.9
Furniture and Fixture	15.2	-	15.2	-
Printing, Publishing and Allied	8.0	-	8.0	-
Primary Metal	10.0	-	9.9	10.0
Metal Fabricating	8.5	14.6	10.6	5.3
Machinery	10.9	-	10.9	-
Transportation Equipment	7.6	-	8.1	7.5
Electrical Products	11.0	-	11.0	-
Non-Metallic Mineral Products	12.1	-	12.1	-
Chemical and Chemical Products	10.2	-	10.2	-
Miscellaneous Manufacturing	11.9	-	12.1	11.9
<u>Non-Manufacturing (Excluding Construction)</u>	<u>9.5</u>	<u>10.5</u>	<u>9.3</u>	<u>10.3</u>
Transportation	12.2	-	12.3	7.7
Retail Trade	12.0	-	-	12.0
Education and Related Services	8.5	9.0	8.1	-
Health and Welfare Services	13.2	16.4	12.2	-
Federal Administration	6.9	-	6.9	-
Provincial Administration	8.4	10.5	8.0	-
Local Administration	9.3	9.6	9.0	-
<u>Construction</u>	<u>7.4</u>	<u>-</u>	<u>7.3</u>	<u>7.7</u>

1. The per cents are calculated on a compound basis and weighted by employee coverage.

2. Includes collective bargaining settlements covering 200 or more Ontario workers.

3. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

TABLE III

AVERAGE ANNUAL CENTS PER HOUR WAGE INCREASES IN BASE RATES ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS NEGOTIATED IN ONTARIO IN FIRST QUARTER OF 1974, BY INDUSTRY AND DURATION OF AGREEMENT¹

Industry	All Agreements	One-Year ² Agreements	Two-Year ² Agreements	Three-Year ² Agreements
<u>All Industries</u>	<u>33.6</u>	<u>43.6</u>	<u>31.8</u>	<u>41.7</u>
<u>All Industries (Excluding Construction)</u>	<u>33.3</u>	<u>43.6</u>	<u>31.5</u>	<u>41.7</u>
<u>Manufacturing</u>	<u>40.0</u>	<u>45.0</u>	<u>40.2</u>	<u>38.8</u>
Food and Beverage	53.8	-	29.0	61.9
Tobacco	55.0	-	55.0	-
Rubber	36.7	-	-	36.7
Textile	34.4	-	35.1	30.9
Knitting Mills	27.5	-	27.5	-
Clothing	41.2	-	41.2	-
Wood	38.2	-	40.0	35.0
Furniture and Fixture	50.7	-	50.7	-
Printing, Publishing and Allied	21.3	-	21.3	-
Primary Metal	32.5	-	35.0	30.0
Metal Fabricating	30.3	45.0	36.1	22.4
Machinery	38.5	-	38.3	-
Transportation Equipment	26.0	-	20.5	27.8
Electrical Products	41.8	-	41.8	-
Non-Metallic Mineral Products	43.5	-	43.5	-
Chemical and Chemical Products	40.6	-	40.6	-
Miscellaneous Manufacturing	36.4	-	37.5	32.3
<u>Non-Manufacturing (Excluding Construction)</u>	<u>31.3</u>	<u>43.5</u>	<u>29.2</u>	<u>49.3</u>
Transportation	41.8	-	42.5	23.2
Retail Trade	66.0	-	-	66.0
Education and Related Services	22.7	20.4	24.8	-
Health and Welfare Services	33.0	44.6	29.1	-
Federal Administration	20.4	-	20.4	-
Provincial Administration	25.1	53.6	19.3	-
Local Administration	38.8	38.1	39.6	-
<u>Construction</u>	<u>43.9</u>	<u>-</u>	<u>44.5</u>	<u>41.8</u>

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

TABLE IV

AVERAGE ANNUAL PER CENT¹ AND CENTS PER HOUR WAGE INCREASES IN BASE RATES
ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS IN NON-CONSTRUCTION²
INDUSTRIES NEGOTIATED IN FIRST QUARTER OF 1974, BY SIZE OF INCREASES²

Per Cent Increases	Agreements	Employees	Cents per Hour Increases	Agreements	Employees
3.0 - 3.4	1	330	15.0 - 15.9	1	330
4.5 - 4.9	1	1,265	19.0 - 19.9	2	18,250
6.5 - 6.9	1	24,880	20.0 - 20.9	4	26,975
7.0 - 7.4	2	560	21.0 - 21.9	3	330
7.5 - 7.9	1	900	23.0 - 23.9	1	900
8.0 - 8.4	5	18,660	24.0 - 24.9	2	659
9.0 - 9.4	12	10,664	25.0 - 25.9	1	220
9.5 - 9.9	4	1,160	27.0 - 27.9	7	1,538
10.0 - 10.4	5	1,232	29.0 - 29.9	2	855
10.5 - 10.9	13	16,457	30.0 - 30.9	5	1,387
11.0 - 11.4	10	4,847	31.0 - 31.9	4	810
11.5 - 11.9	15	3,357	32.0 - 32.9	1	325
12.0 - 12.4	10	18,970	33.0 - 33.9	2	485
12.5 - 12.9	5	1,785	34.0 - 34.9	3	3,925
13.0 - 13.4	3	1,246	35.0 - 35.9	18	3,725
13.5 - 13.9	6	1,211	36.0 - 36.9	1	300
14.0 - 14.4	7	3,346	37.0 - 37.9	1	635
15.0 - 15.4	6	630	38.0 - 38.9	5	4,306
16.0 - 16.4	3	3,550	40.0 - 40.9	13	22,361
18.0 - 18.4	1	335	41.0 - 41.9	2	964
19.5 - 19.9	1	500	42.0 - 42.9	5	11,230
			43.0 - 43.9	2	895
			44.0 - 44.9	1	600
			45.0 - 45.9	1	400
			51.0 - 51.9	7	3,346
			53.0 - 53.9	1	3,670
			55.0 - 55.9	3	1,336
			57.0 - 57.9	1	305
			59.0 - 59.9	1	250
			60.0 - 60.9	3	985
			63.0 - 63.9	1	561
			66.0 - 66.9	8	3,027

1. Per cents expressed in compound terms.

2. Includes collective bargaining settlements covering 200 or more employees.

TABLE IV-A

AVERAGE ANNUAL PER CENT¹ AND CENTS PER HOUR WAGE INCREASES IN BASE RATES
ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS IN CONSTRUCTION²
INDUSTRIES NEGOTIATED IN FIRST QUARTER OF 1974, BY SIZE OF INCREASES²

Per Cent Increases	Agreements	Employees	Cents per Hour Increases	Agreements	Employees
6.0 - 6.4	2	475	29.0 - 29.9	1	200
7.5 - 7.9	1	2,000	44.0 - 44.9	1	2,000
8.0 - 8.4	1	500	46.0 - 46.9	1	500
			47.0 - 47.9	1	275

1. Per cents expressed in compound terms.

2. Includes collective bargaining settlements covering 200 or more employees.

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Ontario Ministry of Labour

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO SECOND QUARTER 1974

Prepared by
Research Branch
Ontario Ministry of Labour
August 1974



Hon. John MacBeth
Minister

Mr. R. D. Johnston
Deputy Minister

CONTENTS

The attached tables describe changes in base wages established by collective bargaining agreements, covering 200 or more Ontario workers, negotiated in the second quarter of 1974. The data are drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. These tables present preliminary data and may be subject to change as further settlements relating to the second quarter become available.

It should be noted that base rates are used in the calculations presented in the tables and may not be representative of the average increase for the entire bargaining unit. Table I indicates the number of Ontario workers affected by settlements by industry and these figures are used in the calculations of weighted averages in Tables II and III. These employee coverage estimates are obtained in connection with settlement reporting and are necessarily only rough approximations. Accurate estimates of employee coverage are particularly difficult to obtain in construction due to the nature of employment relationships. The data in Table II indicate average annual per cent wage increases by industry expressed on a compound basis.

Because of the increasing occurrence of cost-of-living provisions in recent settlements two additional tables (IIA and IIB) have been included to provide separate information for those settlements with cost-of-living provisions and those which do not have such provisions.

Further information regarding these tables can be obtained by contacting the Research Branch, Ontario Ministry of Labour (965-6886).

Toronto
August 1, 1974

TABLE I

EMPLOYEES AFFECTED BY COLLECTIVE BARGAINING SETTLEMENTS NEGOTIATED IN ONTARIO IN
SECOND QUARTER OF 1974, BY INDUSTRY AND DURATION OF AGREEMENT¹

Industry	All Agreements		One-Year ² Agreements		Two-Year ² Agreements		Three-Year ² Agreements	
	Employees	Agreements	Employees	Agreements	Employees	Agreements	Employees	Agreements
<u>All Industries</u>	<u>83,807</u>	<u>161</u>	<u>11,505</u>	<u>19</u>	<u>57,928</u>	<u>121</u>	<u>14,374</u>	<u>21</u>
<u>All Industries (Excluding Construction)</u>	<u>79,607</u>	<u>154</u>	<u>11,255</u>	<u>18</u>	<u>55,678</u>	<u>117</u>	<u>12,674</u>	<u>19</u>
<u>Manufacturing</u>	<u>26,525</u>	<u>55</u>	<u>2,394</u>	<u>6</u>	<u>11,998</u>	<u>32</u>	<u>12,133</u>	<u>17</u>
Food and Beverage	615	3	-	-	615	3	-	-
Leather	250	1	-	-	250	1	-	-
Textile	1,814	2	-	-	1,814	2	-	-
Clothing	500	1	-	-	-	-	500	1
Wood	998	4	-	-	998	4	-	-
Furniture and Fixture	1,440	4	244	1	1,196	3	-	-
Paper and Allied	547	2	-	-	547	2	-	-
Printing, Publishing and Allied	1,665	2	400	1	1,265	1	-	-
Primary Metal	1,877	4	720	1	227	1	930	2
Metal Fabricating	2,936	8	-	-	1,233	5	1,703	3
Machinery	3,575	5	-	-	750	2	2,825	3
Transportation Equipment	6,105	8	-	-	500	1	5,605	7
Electrical Products	2,243	6	290	1	1,953	5	-	-
Non-Metallic Mineral Products	780	2	210	1	-	-	570	1
Chemical and Chemical Products	530	1	530	1	-	-	-	-
Miscellaneous Manufacturing	650	2	-	-	650	2	-	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>53,082</u>	<u>99</u>	<u>8,861</u>	<u>12</u>	<u>43,680</u>	<u>85</u>	<u>541</u>	<u>2</u>
Mining	2,743	6	600	1	1,837	4	306	1
Transportation	2,988	4	-	-	2,988	4	-	-
Communication	300	1	300	1	-	-	-	-
Wholesale Trade	1,835	2	-	-	1,835	2	-	-
Education and Related Services	5,411	15	-	-	5,411	15	-	-
Health and Welfare Services	14,902	46	540	1	14,362	45	-	-
Recreational Services	234	1	-	-	234	1	-	-
Personal Services	207	1	-	-	207	1	-	-
Federal Administration	7,900	4	221	2	7,679	2	-	-
Local Administration	16,562	19	7,200	7	9,127	11	235	1
<u>Construction</u>	<u>4,200</u>	<u>7</u>	<u>250</u>	<u>1</u>	<u>2,250</u>	<u>4</u>	<u>1,700</u>	<u>2</u>

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

Research Branch
Ontario Ministry of Labour

TABLE II

AVERAGE ANNUAL PER CENT¹ INCREASES IN BASE WAGE RATES ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS NEGOTIATED IN ONTARIO IN SECOND² QUARTER OF 1974, BY INDUSTRY AND DURATION OF AGREEMENT³

Industry	All Agreements	One-Year ³ Agreements	Two-Year ³ Agreements	Three-Year Agreement
<u>All Industries</u>	<u>13.8</u>	<u>14.8</u>	<u>15.3</u>	<u>6.8</u>
<u>All Industries (Excluding Construction)</u>	<u>13.9</u>	<u>14.9</u>	<u>15.5</u>	<u>6.2</u>
<u>Manufacturing</u>	<u>10.0</u>	<u>12.9</u>	<u>13.3</u>	<u>6.2</u>
Food and Beverage	13.5	-	13.5	-
Leather	12.9	-	12.9	-
Textile	15.7	-	15.7	-
Clothing	14.5	-	-	14.5
Wood	16.8	-	16.8	-
Furniture and Fixture	13.0	16.8	12.2	-
Paper and Allied	13.9	-	13.9	-
Printing, Publishing and Allied	11.1	8.6	11.9	-
Primary Metal	12.4	13.7	11.7	11.5
Metal Fabricating	8.3	-	11.4	6.0
Machinery	6.1	-	11.9	4.6
Transportation Equipment	5.7	-	10.1	5.4
Electrical Products	12.8	11.4	13.0	-
Non-Metallic Mineral Products	10.1	17.2	-	7.5
Chemical and Chemical Products	12.5	12.5	-	-
Miscellaneous Manufacturing	14.0	-	14.0	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>15.8</u>	<u>15.4</u>	<u>16.1</u>	<u>5.6</u>
Mining	25.0	27.2	27.7	4.7
Transportation	10.9	-	10.9	-
Communication	13.6	13.6	-	-
Wholesale Trade	11.4	-	11.4	-
Education and Related Services	10.0	-	10.0	-
Health and Welfare Services	26.1	14.2	26.5	-
Motion Picture and Recreational Services	7.5	-	7.5	-
Personal Services	13.7	-	13.7	-
Federal Administration	8.3	19.0	8.0	-
Local Administration	12.2	14.5	10.5	6.7
<u>Construction</u>	<u>11.1</u>	<u>12.0</u>	<u>11.1</u>	<u>11.1</u>

1. The per cents are calculated on a compound basis and weighted by employee coverage.
2. Includes collective bargaining settlements covering 200 or more Ontario workers.
3. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

Research Branch
Ontario Ministry of Labour

TABLE IIA

AVERAGE ANNUAL PER CENT¹ INCREASES IN BASE WAGE RATES ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS WITH COST-OF-LIVING CLAUSE, NEGOTIATED IN ONTARIO IN SECOND QUARTER OF 1974, BY INDUSTRY AND DURATION OF AGREEMENT²

Industry	All Agreements	One-Year ³ Agreements	Two-Year ³ Agreements	Three-Year ³ Agreements
<u>All Industries</u>	<u>8.0</u>	<u>-</u>	<u>12.2</u>	<u>5.4</u>
<u>All Industries (Excluding Construction)</u>	<u>8.0</u>	<u>-</u>	<u>12.2</u>	<u>5.4</u>
<u>Manufacturing</u>	<u>6.9</u>	<u>-</u>	<u>11.6</u>	<u>5.4</u>
Food and Beverage	-	-	-	-
Leather	12.9	-	12.9	-
Textile	12.9	-	12.9	-
Clothing	-	-	-	-
Wood	-	-	-	-
Furniture and Fixture	10.0	-	10.0	-
Paper and Allied	-	-	-	-
Printing, Publishing and Allied	-	-	-	-
Primary Metal	6.2	-	-	6.2
Metal Fabricating	6.5	-	8.3	6.0
Machinery	4.6	-	-	4.6
Transportation Equipment	5.7	-	10.1	5.4
Electrical Products	13.5	-	13.5	-
Non-Metallic Mineral Products	7.5	-	-	7.5
Chemical and Chemical Products	-	-	-	-
Miscellaneous Manufacturing	-	-	-	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>11.8</u>	<u>-</u>	<u>12.8</u>	<u>5.6</u>
Mining	19.4	-	23.1	4.7
Transportation	3.8	-	3.8	-
Communication	-	-	-	-
Wholesale Trade	-	-	-	-
Education and Related Services	-	-	-	-
Health and Welfare Services	-	-	-	-
Motion Picture and Recreational Services	-	-	-	-
Personal Services	-	-	-	-
Federal Administration	-	-	-	-
Local Administration	10.4	-	11.1	6.7
<u>Construction</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

. The per cents are calculated on a compound basis and weighted by employee coverage.

. Includes collective bargaining settlements covering 200 or more Ontario workers.

. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

Research Branch
Ontario Ministry of Labour

TABLE IIB

AVERAGE ANNUAL PER CENT¹ INCREASES IN BASE WAGE RATES ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS WITHOUT COST-OF-LIVING CLAUSE, NEGOTIATED IN ONTARIO² IN SECOND QUARTER OF 1974, BY INDUSTRY AND DURATION OF AGREEMENT

Industry	All Agreements	One-Year ³ Agreements	Two-Year ³ Agreements	Three-Year Agreements
<u>All Industries</u>	<u>15.4</u>	<u>14.8</u>	<u>15.7</u>	<u>12.2</u>
<u>All Industries (Excluding Construction)</u>	<u>15.7</u>	<u>14.9</u>	<u>16.0</u>	<u>13.8</u>
<u>Manufacturing</u>	<u>13.8</u>	<u>12.9</u>	<u>14.0</u>	<u>13.8</u>
Food and Beverage	13.5	-	13.5	-
Leather	-	-	-	-
Textile	16.2	-	16.2	-
Clothing	14.5	-	-	14.5
Wood	16.8	-	16.8	-
Furniture and Fixture	15.1	16.8	14.4	-
Paper and Allied	13.9	-	13.9	-
Printing, Publishing and Allied	11.1	8.6	11.9	-
Primary Metal	13.3	13.7	11.7	13.3
Metal Fabricating	13.7	-	13.7	-
Machinery	11.9	-	11.9	-
Transportation Equipment	-	-	-	-
Electrical Products	11.4	11.4	11.4	-
Non-Metallic Mineral Products	17.2	17.2	-	-
Chemical and Chemical Products	12.5	12.5	-	-
Miscellaneous Manufacturing	14.0	-	14.0	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>16.2</u>	<u>15.4</u>	<u>16.4</u>	<u>-</u>
Mining	31.8	27.2	36.3	-
Transportation	15.3	-	15.3	-
Communication	13.6	13.6	-	-
Wholesale Trade	11.4	-	11.4	-
Education and Related Services	10.0	-	10.0	-
Health and Welfare Services	26.1	14.2	26.5	-
Motion Picture and Recreational Services	7.5	-	7.5	-
Personal Services	13.7	-	13.7	-
Federal Administration	8.3	19.0	8.0	-
Local Administration	12.4	14.5	10.5	-
<u>Construction</u>	<u>11.1</u>	<u>12.0</u>	<u>11.1</u>	<u>11.1</u>

1. The per cents are calculated on a compound basis and weighted by employee coverage.
2. Includes collective bargaining settlements covering 200 or more Ontario workers.
3. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

Research Branch
Ontario Ministry of Labour

TABLE III

AVERAGE ANNUAL CENTS PER HOUR INCREASES IN BASE WAGE RATES ESTABLISHED BY COLLECTIVE
BARGAINING SETTLEMENTS NEGOTIATED IN ONTARIO IN SECOND QUARTER OF
1974, BY INDUSTRY AND DURATION OF AGREEMENT¹

Industry	All Agreements	One-Year ² Agreements	Two-Year ² Agreements	Three-Year ² Agreements
<u>All Industries</u>	<u>49.2</u>	<u>61.3</u>	<u>50.6</u>	<u>34.1</u>
<u>All Industries (Excluding Construction)</u>	<u>47.2</u>	<u>60.7</u>	<u>49.2</u>	<u>26.6</u>
<u>Manufacturing</u>	<u>35.5</u>	<u>45.0</u>	<u>42.5</u>	<u>26.6</u>
Food and Beverage	45.4	-	45.4	-
Leather	24.0	-	24.0	-
Textile	50.8	-	50.8	-
Clothing	58.1	-	-	58.1
Wood	56.2	-	56.2	-
Furniture and Fixture	37.6	53.7	34.3	-
Paper and Allied	47.2	-	47.2	-
Printing, Publishing and Allied	39.1	18.9	45.5	-
Primary Metal	47.8	55.0	45.0	43.0
Metal Fabricating	28.2	-	35.4	22.9
Machinery	27.9	-	41.4	24.3
Transportation Equipment	23.6	-	29.5	23.1
Electrical Products	40.0	35.0	40.4	-
Non-Metallic Mineral Products	38.1	60.0	-	30.0
Chemical and Chemical Products	46.6	46.6	-	-
Miscellaneous Manufacturing	38.9	-	38.9	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>53.0</u>	<u>64.9</u>	<u>51.0</u>	<u>25.1</u>
Mining	74.2	80.3	81.3	20.0
Transportation	40.0	-	40.0	-
Communication	29.8	29.8	-	-
Wholesale Trade	68.6	-	68.6	-
Education and Related Services	34.3	-	34.3	-
Health and Welfare Services	69.7	33.7	71.1	-
Motion Picture and Recreational Services	26.1	-	26.1	-
Personal Services	32.0	-	32.0	-
Federal Administration	38.3	72.5	37.4	-
Local Administration	49.4	67.2	35.8	31.7
<u>Construction</u>	<u>87.8</u>	<u>90.0</u>	<u>85.3</u>	<u>90.7</u>

. Includes collective bargaining settlements covering 200 or more Ontario workers.

. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

Research Branch
Ontario Ministry of Labour

TABLE IV

AVERAGE ANNUAL PER CENT¹ AND CENTS PER HOUR INCREASES IN BASE WAGE RATES
ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS IN NON-CONSTRUCTION²
INDUSTRIES NEGOTIATED IN SECOND QUARTER OF 1974, BY SIZE OF INCREASES²

Per Cent Increases

Per Cent Increases	Agreements	Employees	Per Cent Increases (Cont'd)	Agreements	Employees
3.5 - 3.9	4	2,409	19.0 - 19.4	2	221
4.0 - 4.4	3	3,500	19.5 - 19.9	1	248
4.5 - 4.9	2	706			
5.0 - 5.4	2	1,299	22.0 - 22.4	1	665
5.5 - 5.9	2	1,680			
6.0 - 6.4	1	230	24.0 - 24.4	1	540
6.5 - 6.9	3	2,127	24.5 - 24.9	1	400
7.5 - 7.9	2	804	25.5 - 25.9	2	920
8.0 - 8.4	4	8,398			
8.5 - 8.9	5	1,383	27.0 - 27.4	1	600
9.0 - 9.4	3	827			
9.5 - 9.9	9	3,616	28.0 - 28.4	13	5,000
10.0 - 10.4	7	3,160	28.5 - 28.9	9	2,795
10.5 - 10.9	4	6,355	29.0 - 29.4	1	210
11.0 - 11.4	6	3,137	29.5 - 29.9	7	1,430
11.5 - 11.9	6	2,633			
12.0 - 12.4	6	1,895	30.5 - 30.9	5	1,195
12.5 - 12.9	5	1,766			
13.0 - 13.4	2	1,250	32.5 - 32.9	1	287
13.5 - 13.9	6	2,060			
14.0 - 14.4	3	1,387	36.0 - 36.4	1	401
14.5 - 14.9	3	1,081	36.5 - 36.9	1	231
15.0 - 15.4	3	5,050			
15.5 - 15.9	7	3,416			
16.0 - 16.4	1	1,550			
16.5 - 16.9	3	762			
17.0 - 17.4	3	670			
18.0 - 18.4	1	1,000			
18.5 - 18.9	1	313			

...../Cont'd.

TABLE IV (CONT'D)

Cents per Hour Increases

Cents per Hour Increases	Agreements	Employees	Cents per Hour Increases (Cont'd)	Agreements	Employees
12.0 - 12.9	1	225	55.0 - 55.9	2	1,005
17.0 - 17.9	1	1,143	58.0 - 58.9	2	995
18.0 - 18.9	3	2,760			
19.0 - 19.9	2	1,281	60.0 - 60.9	1	210
20.0 - 20.9	4	1,751			
21.0 - 21.9	2	1,289	62.0 - 62.9	1	335
22.0 - 22.9	2	1,180			
			65.0 - 65.9	2	1,625
24.0 - 24.9	3	655	66.0 - 66.9	2	753
			67.0 - 67.9	2	658
26.0 - 26.9	5	1,856			
27.0 - 27.9	1	265	70.0 - 70.9	3	2,565
28.0 - 28.9	4	1,396			
29.0 - 29.9	4	3,050	72.0 - 72.9	3	841
30.0 - 30.9	3	1,446			
31.0 - 31.9	4	5,907	74.0 - 74.5	14	9,000
32.0 - 32.9	2	1,057			
33.0 - 33.9	1	540	75.0 - 75.9	2	750
34.0 - 34.9	1	200			
35.0 - 35.9	5	1,252	77.0 - 77.9	5	1,195
36.0 - 36.9	4	8,114	78.0 - 78.9	5	760
37.0 - 37.9	1	215			
38.0 - 38.9	4	1,850	80.0 - 80.9	13	4,365
39.0 - 39.9	3	774			
40.0 - 40.9	4	1,343	88.0 - 88.9	1	287
41.0 - 41.9	2	1,061			
42.0 - 42.9	3	918	95.0 - 95.9	1	401
43.0 - 43.9	3	1,162			
			104.0 - 104.9	1	231
45.0 - 45.9	6	3,003			
46.0 - 46.9	3	1,350			
47.0 - 47.9	2	772			
48.0 - 48.9	3	1,575			
49.0 - 49.9	1	350			
50.0 - 50.9	2	506			
52.0 - 52.9	2	1,344			
53.0 - 53.9	3	2,041			

1. Per cents expressed in compound terms.

2. Includes collective bargaining settlements covering 200 or more employees.

TABLE IV-A

AVERAGE ANNUAL PER CENT¹ AND CENTS PER HOUR INCREASES IN BASE WAGE RATES
ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS IN CONSTRUCTION
INDUSTRIES NEGOTIATED IN SECOND QUARTER OF 1974, BY SIZE OF INCREASES²

Per Cent Increases	Agreements	Employees	Cents per Hour Increases	Agreements	Employees
7.0 - 7.4	1	200	55.0 - 55.9	1	200
8.5 - 8.9	1	300	78.0 - 78.9	1	300
10.5 - 10.9	2	1,600	85.0 - 85.9	2	1,600
11.5 - 11.9	1	1,400	90.0 - 90.9	1	250
12.0 - 12.4	1	250	93.0 - 93.9	1	1,400
13.5 - 13.9	1	450	100.0 - 100.9	1	450

1. Per cents expressed in compound terms.

2. Includes collective bargaining settlements covering 200 or more employees.

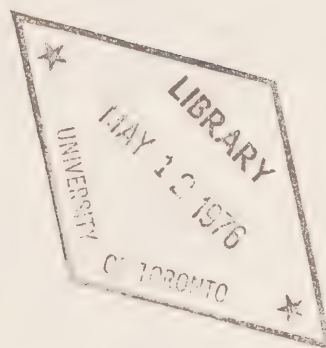
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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, THIRD QUARTER 1974

Prepared by
Research Branch
Ontario Ministry of Labour

November 1974

Hon. John MacBeth
Minister

Mr. R. D. Johnston
Deputy Minister

CONTENTS

The attached tables describe changes in base wages established by collective bargaining agreements, covering 200 or more Ontario workers, negotiated in the third quarter of 1974. The data are drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. These tables present preliminary data and may be subject to change as further settlements relating to the third quarter become available.

It should be noted that base rates are used in the calculations presented in the tables and may not be representative of the average increase for the entire bargaining unit. Table I indicates the number of Ontario workers affected by settlements by industry and these figures are used in the calculations of weighted averages in Tables 2 and 3. These employee coverage estimates are obtained in connection with settlement reporting and are only approximations. Accurate estimates of employee coverage are particularly difficult to obtain in construction due to the nature of employment relationships. The data in Table 2 indicate average annual per cent wage increases by industry expressed on a compound basis.

Because of the increasing occurrence of cost-of-living provisions in recent settlements six additional tables have been included to provide separate information for those settlements with cost-of-living provisions and those which do not have such provisions.

Further information regarding these tables can be obtained by contacting the Research Branch, Ontario Ministry of Labour (965-6886).

EMPLOYEES AFFECTED BY COLLECTIVE BARGAINING SETTLEMENTS NEGOTIATED IN ONTARIO
IN THIRD QUARTER OF 1974, BY INDUSTRY AND DURATION OF AGREEMENT¹

Industry	All Agreements		One-Year ² Agreements		Two-Year ² Agreements		Three-Year ² Agreements	
	Employees	Agreements	Employees	Agreements	Employees	Agreements	Employees	Agreements
<u>All Industries</u>	<u>121,947</u>	<u>163</u>	<u>19,331</u>	<u>18</u>	<u>82,647</u>	<u>129</u>	<u>19,969</u>	<u>16</u>
<u>All Industries (Excluding Construction)</u>	<u>118,687</u>	<u>161</u>	<u>16,431</u>	<u>17</u>	<u>82,287</u>	<u>128</u>	<u>19,969</u>	<u>16</u>
<u>Manufacturing</u>	<u>35,179</u>	<u>61</u>	<u>3,504</u>	<u>6</u>	<u>19,706</u>	<u>41</u>	<u>11,969</u>	<u>14</u>
Food and Beverage	6,603	9	200	1	6,403	8	-	-
Tobacco Products	725	1	-	-	725	1	-	-
Rubber	1,356	4	-	-	200	1	1,156	3
Textile	1,195	3	-	-	1,195	3	-	-
Knitting Mills	275	1	-	-	275	1	-	-
Furniture and Fixture	275	1	-	-	275	1	-	-
Paper and Allied	2,061	7	1,302	3	759	4	-	-
Primary Metal	1,746	4	212	1	1,300	2	234	1
Metal Fabricating	1,802	7	-	-	1,358	5	444	2
Machinery	5,748	4	-	-	833	2	4,915	2
Transportation Equipment	4,554	6	-	-	534	2	4,020	4
Electrical Products	5,930	8	1,790	1	3,340	6	800	1
Chemical and Chemical Products	1,489	4	-	-	1,089	3	400	1
Miscellaneous Manufacturing	1,420	2	-	-	1,420	2	-	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>83,508</u>	<u>100</u>	<u>12,927</u>	<u>11</u>	<u>62,581</u>	<u>87</u>	<u>8,000</u>	<u>2</u>
Transportation	9,545	5	-	-	1,545	3	8,000	2
Electric Power, Gas and Water Utilities	1,095	4	-	-	1,095	4	-	-
Retail Trade	18,404	6	-	-	18,404	6	-	-
Education and Related Services	6,755	7	1,920	3	4,835	4	-	-
Health and Welfare Services	16,095	59	1,050	3	15,045	56	-	-
Services to Business Management	1,061	1	-	-	1,061	1	-	-
Personal Services	2,640	4	-	-	2,640	4	-	-
Federal Administration	17,955	9	277	1	17,678	8	-	-
Provincial Administration	7,860	1	7,860	1	-	-	-	-
Local Administration	2,098	4	1,820	3	278	1	-	-
<u>Construction</u>	<u>3,260</u>	<u>2</u>	<u>2,900</u>	<u>1</u>	<u>360</u>	<u>1</u>	<u>-</u>	<u>-</u>

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

TABLE 1A

EMPLOYEES AFFECTED BY COLLECTIVE BARGAINING SETTLEMENTS WITH COST-OF-LIVING CLAUSE,¹
NEGOTIATED IN ONTARIO IN THIRD QUARTER OF 1974, BY INDUSTRY AND DURATION OF AGREEMENT²

Industry	All Agreements		One-Year ² Agreements		Two-Year ² Agreements		Three-Year ² Agreements	
	Employees	Agreements	Employees	Agreements	Employees	Agreements	Employees	Agreements
<u>All Industries</u>	52,904	48	400	1	32,535	31	19,969	16
<u>All Industries (Excluding Construction)</u>	52,904	48	400	1	32,535	31	19,969	16
<u>Manufacturing</u>	24,005	34	-	-	12,036	20	11,969	14
Food and Beverage	5,853	6	-	-	5,853	6	-	-
Tobacco Products	725	1	-	-	725	1	-	-
Rubber	1,156	3	-	-	-	-	1,156	3
Textile	-	-	-	-	-	-	-	-
Knitting Mills	-	-	-	-	-	-	-	-
Furniture and Fixture	-	-	-	-	-	-	-	-
Paper and Allied	555	3	-	-	555	3	-	-
Primary Metal	234	1	-	-	-	-	234	1
Metal Fabricating	972	4	-	-	528	2	444	2
Machinery	5,515	3	-	-	600	1	4,915	2
Transportation Equipment	4,020	4	-	-	-	-	4,020	4
Electrical Products	3,715	6	-	-	2,915	5	800	1
Chemical and Chemical Products	940	2	-	-	540	1	400	1
Miscellaneous Manufacturing	320	1	-	-	320	1	-	-
<u>Non-Manufacturing (Excluding Construction)</u>	28,899	14	400	1	20,499	11	8,000	2
Transportation	9,000	3	-	-	1,000	1	8,000	2
Electric Power, Gas and Water Utilities	1,095	4	-	-	1,095	4	-	-
Retail Trade	18,404	6	-	-	18,404	6	-	-
Education and Related Services	400	1	400	1	-	-	-	-
Health and Welfare Services	-	-	-	-	-	-	-	-
Services to Business Management	-	-	-	-	-	-	-	-
Personal Services	-	-	-	-	-	-	-	-
Federal Administration	-	-	-	-	-	-	-	-
Provincial Administration	-	-	-	-	-	-	-	-
Local Administration	-	-	-	-	-	-	-	-
<u>Construction</u>	-	-	-	-	-	-	-	-

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

Industry	All Agreements		One-Year ² Agreements		Two-Year ² Agreements		Three-Year ² Agreements	
	Employees	Agreements	Employees	Agreements	Employees	Agreements	Employees	Agreements
All Industries	69,043	115	18,931	17	50,112	98	-	-
All Industries (Excluding Construction)	65,783	113	16,031	16	49,752	97	-	-
Manufacturing	11,174	27	3,504	6	7,670	21	-	-
Food and Beverage	750	3	200	1	550	2	-	-
Tobacco Products	-	-	-	-	-	-	-	-
Rubber	200	1	-	-	200	1	-	-
Textile	1,195	3	-	-	1,195	3	-	-
Knitting Mills	275	1	-	-	275	1	-	-
Furniture and Fixture	275	1	-	-	275	1	-	-
Paper and Allied	1,506	4	1,302	3	204	1	-	-
Primary Metal	1,512	3	212	1	1,300	2	-	-
Metal Fabricating	830	3	-	-	830	3	-	-
Machinery	233	1	-	-	233	1	-	-
Transportation Equipment	534	2	-	-	534	2	-	-
Electrical Products	2,215	2	1,790	1	425	1	-	-
Chemical and Chemical Products	549	2	-	-	549	2	-	-
Miscellaneous Manufacturing	1,100	1	-	-	1,100	1	-	-
Non-Manufacturing (Excluding Construction)	54,609	86	12,527	10	42,082	76	-	-
Transportation	545	2	-	-	545	2	-	-
Electric Power, Gas and Water Utilities	-	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-	-
Education and Related Services	6,355	6	1,520	2	4,835	4	-	-
Health and Welfare Services	16,095	59	1,050	3	15,045	56	-	-
Services to Business Management	1,061	1	-	-	1,061	1	-	-
Personal Services	2,640	4	-	-	2,640	4	-	-
Federal Administration	17,955	9	277	1	17,678	8	-	-
Provincial Administration	7,860	1	7,860	1	-	-	-	-
Local Administration	2,098	4	1,820	3	278	1	-	-
Construction	3,260	2	2,900	1	360	1	-	-

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months.

Three-year agreements are those with a term of 30 months or more.

TABLE 2

AVERAGE ANNUAL PER CENT¹ INCREASES IN BASE WAGE RATES ESTABLISHED BY COLLECTIVE
BARGAINING SETTLEMENTS NEGOTIATED IN ONTARIO IN THIRD QUARTER OF 1974,
BY INDUSTRY AND DURATION OF AGREEMENT²

Industry	All Agreements	One-Year ³ Agreements	Two-Year ³ Agreements	Three-Year ³ Agreements
<u>All Industries</u>	<u>14.3</u>	<u>13.2</u>	<u>16.4</u>	<u>7.0</u>
<u>All Industries (Excluding Construction)</u>	<u>14.5</u>	<u>14.0</u>	<u>16.4</u>	<u>7.0</u>
<u>Manufacturing</u>	<u>11.5</u>	<u>16.0</u>	<u>14.4</u>	<u>5.5</u>
Food and Beverage	14.1	12.9	14.1	-
Tobacco Products	14.0	-	14.0	-
Rubber	9.3	-	15.1	8.3
Textile	17.4	-	17.4	-
Knitting Mills	16.2	-	16.2	-
Furniture and Fixture	20.7	-	20.7	-
Paper and Allied	17.7	17.9	17.2	-
Primary Metal	17.2	18.6	18.0	11.5
Metal Fabricating	11.5	-	12.9	7.3
Machinery	6.0	-	14.0	4.6
Transportation Equipment	5.5	-	12.3	4.7
Electrical Products	13.6	14.7	14.2	8.6
Chemical and Chemical Products	10.2	-	11.7	6.2
Miscellaneous Manufacturing	11.2	-	11.2	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>15.7</u>	<u>13.5</u>	<u>17.1</u>	<u>9.1</u>
Transportation	11.2	-	22.0	9.1
Electric Power, Gas and Water Utilities	12.3	-	12.3	-
Retail Trade	13.3	-	13.3	-
Education and Related Services	12.1	15.0	10.9	-
Health and Welfare Services	30.0	31.4	29.9	-
Services to Business Management	13.2	-	13.2	-
Personal Services	20.6	-	20.6	-
Federal Administration	11.3	7.0	11.3	-
Provincial Administration	10.3	10.3	-	-
Local Administration	15.4	16.3	9.8	-
<u>Construction</u>	<u>8.6</u>	<u>8.6</u>	<u>8.3</u>	<u>-</u>

1. The per cents are calculated on a compound basis and weighted by employee coverage.

2. Includes collective bargaining settlements covering 200 or more Ontario workers.

3. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

Industry	All Agreements	One-Year ³ Agreements	Two-Year ³ Agreements	Three-Year ³ Agreements
<u>All Industries</u>	<u>11.0</u>	<u>10.0</u>	<u>13.5</u>	<u>7.0</u>
<u>All Industries (Excluding Construction)</u>	<u>11.0</u>	<u>10.0</u>	<u>13.5</u>	<u>7.0</u>
<u>Manufacturing</u>	<u>9.5</u>	-	<u>13.5</u>	<u>5.5</u>
Food and Beverage	13.7	-	13.7	-
Tobacco Products	14.0	-	14.0	-
Rubber	8.3	-	-	8.3
Textile	-	-	-	-
Knitting Mills	-	-	-	-
Furniture and Fixture	-	-	-	-
Paper and Allied	17.6	-	17.6	-
Primary Metal	11.5	-	-	11.5
Metal Fabricating	9.1	-	10.7	7.3
Machinery	5.7	-	14.2	4.6
Transportation Equipment	4.7	-	-	4.7
Electrical Products	12.5	-	13.5	8.6
Chemical and Chemical Products	7.5	-	8.4	6.2
Miscellaneous Manufacturing	12.7	-	12.7	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>12.3</u>	<u>10.0</u>	<u>13.6</u>	<u>9.1</u>
Transportation	10.2	-	19.2	9.1
Electric Power, Gas and Water Utilities	12.3	-	12.3	-
Retail Trade	13.3	-	13.3	-
Education and Related Services	10.0	10.0	-	-
Health and Welfare Services	-	-	-	-
Services to Business Management	-	-	-	-
Personal Services	-	-	-	-
Federal Administration	-	-	-	-
Provincial Administration	-	-	-	-
Local Administration	-	-	-	-
<u>Construction</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

1. The per cents are calculated on a compound basis and weighted by employee coverage.

2. Includes collective bargaining settlements covering 200 or more Ontario workers.

3. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

TABLE 2B

AVERAGE ANNUAL PER CENT¹ INCREASES IN BASE WAGE RATES ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS WITHOUT COST-OF-LIVING CLAUSE, NEGOTIATED IN ONTARIO IN THIRD QUARTER OF 1974, BY INDUSTRY AND DURATION OF AGREEMENT²

Industry	All Agreements	One-Year ³ Agreements	Two-Year ³ Agreements	Three-Year ³ Agreements
<u>All Industries</u>	<u>16.9</u>	<u>13.3</u>	<u>18.2</u>	<u>-</u>
<u>All Industries (Excluding Construction)</u>	<u>17.3</u>	<u>14.1</u>	<u>18.3</u>	<u>-</u>
<u>Manufacturing</u>	<u>15.8</u>	<u>16.0</u>	<u>15.7</u>	<u>-</u>
Food and Beverage	16.9	12.9	18.4	-
Tobacco Products	-	-	-	-
Rubber	15.1	-	15.1	-
Textile	17.4	-	17.4	-
Knitting Mills	16.2	-	16.2	-
Furniture and Fixture	20.7	-	20.7	-
Paper and Allied	17.7	17.9	16.0	-
Primary Metal	18.1	18.6	18.0	-
Metal Fabricating	14.4	-	14.4	-
Machinery	13.4	-	13.4	-
Transportation Equipment	12.3	-	12.3	-
Electrical Products	15.5	14.7	19.0	-
Chemical and Chemical Products	14.9	-	14.9	-
Miscellaneous Manufacturing	10.8	-	10.8	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>17.6</u>	<u>13.6</u>	<u>18.8</u>	<u>-</u>
Transportation	27.1	-	27.1	-
Electric Power, Gas and Water Utilities	-	-	-	-
Retail Trade	-	-	-	-
Education and Related Services	12.3	16.4	10.9	-
Health and Welfare Services	30.0	31.4	29.9	-
Services to Business Management	13.2	-	13.2	-
Personal Services	20.6	-	20.6	-
Federal Administration	11.3	7.0	11.3	-
Provincial Administration	10.3	10.3	-	-
Local Administration	15.4	16.3	9.8	-
<u>Construction</u>	<u>8.6</u>	<u>8.6</u>	<u>8.3</u>	<u>-</u>

1. The per cents are calculated on a compound basis and weighted by employee coverage.

2. Includes collective bargaining settlements covering 200 or more Ontario workers.

3. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

BARGAINING SETTLEMENTS NEGOTIATED IN ONTARIO IN THIRD QUARTER OF 1974,
BY INDUSTRY AND DURATION OF AGREEMENT¹

Industry	All Agreements	One-Year ² Agreements	Two-Year ² Agreements	Three-Year ² Agreements
<u>All Industries</u>	<u>52.0</u>	<u>51.3</u>	<u>55.9</u>	<u>36.5</u>
<u>All Industries (Excluding Construction)</u>	<u>52.0</u>	<u>51.3</u>	<u>55.8</u>	<u>36.5</u>
<u>Manufacturing</u>	<u>42.8</u>	<u>50.2</u>	<u>51.9</u>	<u>25.7</u>
Food and Beverage	60.0	49.0	60.3	-
Tobacco Products	69.8	-	69.8	-
Rubber	38.1	-	49.0	36.2
Textile	47.8	-	47.8	-
Knitting Mills	35.0	-	35.0	-
Furniture and Fixture	50.0	-	50.0	-
Paper and Allied	61.0	63.5	56.9	-
Primary Metal	66.7	65.0	71.5	41.7
Metal Fabricating	41.6	-	45.8	28.7
Machinery	25.2	-	34.8	23.6
Transportation Equipment	23.9	-	46.8	20.9
Electrical Products	43.6	39.0	47.4	38.3
Chemical and Chemical Products	33.5	-	34.6	30.4
Miscellaneous Manufacturing	32.6	-	32.6	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>55.8</u>	<u>51.6</u>	<u>57.1</u>	<u>52.7</u>
Transportation	59.9	-	97.2	52.7
Electric Power, Gas and Water Utilities	46.5	-	46.5	-
Retail Trade	43.1	-	43.1	-
Education and Related Services	34.4	32.4	35.2	-
Health and Welfare Services	107.4	86.8	108.9	-
Services to Business Management	40.4	-	40.4	-
Personal Services	50.2	-	50.2	-
Federal Administration	33.0	37.7	33.0	-
Provincial Administration	48.3	48.3	-	-
Local Administration	64.8	68.2	43.0	-
<u>Construction</u>	<u>52.3</u>	<u>51.0</u>	<u>62.5</u>	<u>-</u>

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

TABLE 3A

AVERAGE ANNUAL CENTS PER HOUR INCREASES IN BASE WAGE RATES ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS WITH COST-OF-LIVING CLAUSE, NEGOTIATED IN ONTARIO IN THIRD QUARTER OF 1974, BY INDUSTRY AND DURATION OF AGREEMENT¹

Industry	All Agreements	One-Year ² Agreements	Two-Year ² Agreements	Three-Year ² Agreements
<u>All Industries</u>	<u>43.5</u>	<u>29.6</u>	<u>48.0</u>	<u>36.5</u>
<u>All Industries (Excluding Construction)</u>	<u>43.5</u>	<u>29.6</u>	<u>48.0</u>	<u>36.5</u>
<u>Manufacturing</u>	<u>38.7</u>	-	<u>51.8</u>	<u>25.7</u>
Food and Beverage	60.0	-	60.0	-
Tobacco Products	69.8	-	69.8	-
Rubber	36.2	-	-	36.2
Textile	-	-	-	-
Knitting Mills	-	-	-	-
Furniture and Fixture	-	-	-	-
Paper and Allied	58.5	-	58.5	-
Primary Metal	41.7	-	-	41.7
Metal Fabricating	34.7	-	39.7	28.7
Machinery	24.3	-	30.5	23.6
Transportation Equipment	20.9	-	-	20.9
Electrical Products	42.5	-	43.6	38.3
Chemical and Chemical Products	26.7	-	24.0	30.4
Miscellaneous Manufacturing	36.5	-	36.5	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>47.5</u>	<u>29.6</u>	<u>45.8</u>	<u>52.7</u>
Transportation	57.3	-	94.0	52.7
Electric Power, Gas and Water Utilities	46.5	-	46.5	-
Retail Trade	43.1	-	43.1	-
Education and Related Services	29.6	29.6	-	-
Health and Welfare Services	-	-	-	-
Services to Business Management	-	-	-	-
Personal Services	-	-	-	-
Federal Administration	-	-	-	-
Provincial Administration	-	-	-	-
Local Administration	-	-	-	-
<u>Construction</u>	-	-	-	-

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

AVERAGE ANNUAL CENTS PER HOUR INCREASES IN BASE WAGES RATES ESTABLISHED BY COLLECTIVE
BARGAINING SETTLEMENTS WITHOUT COST-OF-LIVING CLAUSE, NEGOTIATED IN ONTARIO
IN THIRD QUARTER OF 1974, BY INDUSTRY AND DURATION OF AGREEMENT¹

Industry	All Agreements	One-Year ² Agreements	Two-Year ² Agreements	Three-Year ² Agreements
<u>All Industries</u>	<u>58.4</u>	<u>51.7</u>	<u>61.0</u>	<u>-</u>
<u>All Industries (Excluding Construction)</u>	<u>58.8</u>	<u>51.9</u>	<u>61.0</u>	<u>-</u>
<u>Manufacturing</u>	<u>51.5</u>	<u>50.2</u>	<u>52.0</u>	<u>-</u>
Food and Beverage	63.1	49.0	68.2	-
Tobacco Products	-	-	-	-
Rubber	49.0	-	49.0	-
Textile	47.8	-	47.8	-
Knitting Mills	35.0	-	35.0	-
Furniture and Fixture	50.0	-	50.0	-
Paper and Allied	62.0	63.5	52.5	-
Primary Metal	70.6	65.0	71.5	-
Metal Fabricating	50.0	-	50.0	-
Machinery	46.0	-	46.0	-
Transportation Equipment	46.8	-	46.8	-
Electrical Products	45.6	39.0	73.5	-
Chemical and Chemical Products	45.1	-	45.1	-
Miscellaneous Manufacturing	31.5	-	31.5	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>60.2</u>	<u>52.3</u>	<u>62.6</u>	<u>-</u>
Transportation	103.2	-	103.2	-
Electric Power, Gas and Water Utilities	-	-	-	-
Retail Trade	-	-	-	-
Education and Related Services	34.7	33.1	35.2	-
Health and Welfare Services	107.4	86.8	108.9	-
Services to Business Management	40.4	-	40.4	-
Personal Services	50.2	-	50.2	-
Federal Administration	33.0	37.7	33.0	-
Provincial Administration	48.3	48.3	-	-
Local Administration	64.8	68.2	43.0	-
<u>Construction</u>	<u>52.3</u>	<u>51.0</u>	<u>62.5</u>	<u>-</u>

1. Includes collective bargaining settlements covering 200 or more Ontario workers.
2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

TABLE 4

AVERAGE ANNUAL PER CENT¹ AND CENTS PER HOUR INCREASES IN BASE RATES
ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS IN NON-CONSTRUCTION²
INDUSTRIES NEGOTIATED IN THIRD QUARTER OF 1974, BY SIZE OF INCREASES²

Per Cent Increases

Per Cent Increases	Agreements	Employees	Per Cent Increases (Cont'd)	Agreements	Employees
3.5 - 3.9	1	1,650	16.5 - 16.9	1	400
4.0 - 4.4	1	1,500	17.0 - 17.4	1	520
4.5 - 4.9	3	5,229	17.5 - 17.9	4	765
			18.0 - 18.4	5	3,210
5.5 - 5.9	1	425	18.5 - 18.9	3	764
6.0 - 6.4	2	815	19.0 - 19.4	4	6,350
7.0 - 7.4	1	277	20.5 - 20.9	2	1,105
8.0 - 8.4	2	1,140	24.5 - 24.9	1	1,400
8.5 - 8.9	5	9,446			
9.0 - 9.4	6	9,233	25.5 - 25.9	1	200
9.5 - 9.9	5	2,125			
10.0 - 10.4	5	12,710	27.5 - 27.9	1	345
10.5 - 10.9	6	5,590	28.0 - 28.4	1	294
11.0 - 11.4	1	1,000	28.5 - 28.9	1	1,700
11.5 - 11.9	5	3,695	29.0 - 29.4	1	400
12.0 - 12.4	6	10,961	29.5 - 29.9	1	251
12.5 - 12.9	5	2,128	30.0 - 30.4	42	9,025
13.0 - 13.4	2	1,294	30.5 - 30.9	2	730
13.5 - 13.9	4	2,700	31.0 - 31.4	2	1,025
14.0 - 14.4	5	5,456			
14.5 - 14.9	4	2,762	33.0 - 33.4	2	1,520
15.0 - 15.4	3	5,934	33.5 - 33.9	6	630
15.5 - 15.9	3	909			
16.0 - 16.4	3	754	36.0 - 36.4	1	320

...../Cont'd

TABLE 4 (CONT'D)

Cents Per Hour Increases

Cents Per Hour Increases	Agreements	Employees	Cents Per Hour Increases (Cont'd)	Agreements	Employees
18.0 - 18.9	1	1,650	60.0 - 60.9	3	834
20.0 - 20.9	2	1,719	62.0 - 62.9	5	8,831
23.0 - 23.9	3	5,250	65.0 - 65.9	3	1,114
24.0 - 24.9	2	1,230	66.0 - 66.9	2	1,532
25.0 - 25.9	1	900			
26.0 - 26.9	1	415	68.0 - 68.9	1	600
27.0 - 27.9	1	2,750	69.0 - 69.9	1	725
28.0 - 28.9	5	17,908			
29.0 - 29.9	2	2,222	71.0 - 71.9	3	1,650
30.0 - 30.9	3	1,250			
31.0 - 31.9	1	1,100	73.0 - 73.9	1	425
32.0 - 32.9	1	737			
33.0 - 33.9	1	360	75.0 - 75.9	1	1,200
34.0 - 34.9	2	1,058	76.0 - 76.9	1	1,400
35.0 - 35.9	2	1,256			
36.0 - 36.9	4	1,208	79.0 - 79.9	1	210
37.0 - 37.9	3	797			
38.0 - 38.9	2	1,450	82.0 - 82.9	2	545
39.0 - 39.9	2	2,324			
40.0 - 40.9	5	3,257	84.0 - 84.9	1	1,700
41.0 - 41.9	4	1,424			
			86.0 - 86.9	2	730
43.0 - 43.9	2	486	87.0 - 87.9	1	320
44.0 - 44.9	1	220	88.0 - 88.9	6	630
45.0 - 45.9	3	7,900			
46.0 - 46.9	6	4,432	94.0 - 94.9	1	1,000
48.0 - 48.9	3	8,509	96.0 - 96.9	1	320
49.0 - 49.9	2	400			
50.0 - 50.9	3	1,045	100.0 - 100.9	1	200
52.0 - 52.9	4	8,564	105.0 - 105.9	1	345
53.0 - 53.9	1	275			
			119.0 - 119.9	43	9,425
55.0 - 55.9	2	1,275			
			129.0 - 129.9	2	1,025
58.0 - 58.9	3	555			

1. Per cents expressed in compound terms.

2. Includes collective bargaining settlements covering 200 or more Ontario workers.

TABLE 4A

AVERAGE ANNUAL PER CENT¹ AND CENTS PER HOUR INCREASES IN BASE WAGE RATES
ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS IN CONSTRUCTION INDUSTRIES
NEGOTIATED IN THIRD QUARTER OF 1974, BY SIZE OF INCREASES²

Per Cent Increases	Agreements	Employees	Cents Per Hour Increases	Agreements	Employees
8.0 - 8.4	1	360	51.0 - 51.9	1	2,900
8.5 - 8.9	1	2,900	62.0 - 62.9	1	360

1. Per Cents expressed in compound terms.

2. Includes collective bargaining settlements covering 200 or more Ontario workers.

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Ontario Ministry of Labour

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FOURTH QUARTER 1974

Prepared by

Research Branch
Ontario Ministry of Labour

February 1975



Hon. John MacBeth
Minister

Mr. R. D. Johnston
Deputy Minister

CONTENTS

The attached tables describe changes in base wages established by collective bargaining agreements, covering 200 or more Ontario workers, negotiated in the fourth quarter of 1974. The data are drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. These tables present preliminary data and may be subject to change as further settlements relating to the fourth quarter become available.

It should be noted that base rates are used in the calculations presented in the tables and may not be representative of the average increase for the entire bargaining unit. Table I indicates the number of Ontario workers affected by settlements by industry and these figures are used in the calculations of weighted averages in Tables 2 and 3. These employee coverage estimates are obtained in connection with settlement reporting and are only approximations. Accurate estimates of employee coverage are particularly difficult to obtain in construction due to the nature of employment relationships. The data in Table 2 indicate average annual per cent wage increases by industry expressed on a compound basis.

Because of the increasing occurrence of cost-of-living provisions in recent settlements, six additional tables have been included to provide separate information for those settlements with cost-of-living provisions and those which do not have such provisions.

Further information regarding these tables can be obtained by contacting the Research Branch, Ontario Ministry of Labour (965-6886).

TABLE 1

EMPLOYEES AFFECTED BY COLLECTIVE BARGAINING SETTLEMENTS NEGOTIATED IN ONTARIO
IN FOURTH QUARTER OF 1974, BY INDUSTRY AND DURATION OF AGREEMENT¹

Industry	All Agreements		One-Year ² Agreements		Two-Year ² Agreements		Three-Year ² Agreements	
	Employees	Agreements	Employees	Agreements	Employees	Agreements	Employees	Agreements
<u>All Industries</u>	<u>113,604</u>	<u>142</u>	<u>64,069</u>	<u>45</u>	<u>35,602</u>	<u>73</u>	<u>13,933</u>	<u>24</u>
<u>All Industries (Excluding Construction)</u>	<u>113,304</u>	<u>141</u>	<u>64,069</u>	<u>45</u>	<u>35,302</u>	<u>72</u>	<u>13,933</u>	<u>24</u>
<u>Manufacturing</u>	<u>25,376</u>	<u>55</u>	<u>425</u>	<u>1</u>	<u>11,018</u>	<u>30</u>	<u>13,933</u>	<u>24</u>
Food and Beverage	1,231	5	-	-	431	4	800	1
Rubber	6,549	8	-	-	-	-	6,549	8
Leather	1,125	2	-	-	1,125	2	-	-
Textile	2,025	4	-	-	575	2	1,450	2
Knitting Mills	250	1	-	-	250	1	-	-
Wood	735	2	-	-	735	2	-	-
Furniture and Fixture	456	2	-	-	456	2	-	-
Paper and Allied	1,308	4	425	1	883	3	-	-
Primary Metal	200	1	-	-	200	1	-	-
Metal Fabricating	2,288	6	-	-	1,175	2	1,113	4
Machinery	2,681	5	-	-	630	2	2,051	3
Transportation Equipment	3,180	8	-	-	2,565	5	615	3
Electrical Products	795	3	-	-	240	1	555	2
Non-Metallic Mineral Products	800	1	-	-	-	-	800	1
Miscellaneous Manufacturing	1,753	3	-	-	1,753	3	-	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>87,928</u>	<u>86</u>	<u>63,644</u>	<u>44</u>	<u>24,284</u>	<u>42</u>	<u>-</u>	<u>-</u>
Logging	4,510	8	-	-	4,510	8	-	-
Mining	200	1	-	-	200	1	-	-
Transportation	26,775	27	26,110	26	665	1	-	-
Storage	225	1	-	-	225	1	-	-
Communication	12,673	3	12,673	3	-	-	-	-
Retail Trade	8,798	14	-	-	8,798	14	-	-
Education and Related Services	2,994	8	1,327	4	1,667	4	-	-
Health and Welfare Services	2,552	7	2,017	5	535	2	-	-
Services to Business Management	238	1	238	1	-	-	-	-
Personal Services	270	4	-	-	270	4	-	-
Federal Administration	7,781	7	610	1	7,171	6	-	-
Provincial Administration	19,600	1	19,600	1	-	-	-	-
Local Administration	1,312	4	1,069	3	243	1	-	-
<u>Construction</u>	<u>300</u>	<u>1</u>	<u>-</u>	<u>-</u>	<u>300</u>	<u>1</u>	<u>-</u>	<u>-</u>

¹ Includes collective bargaining settlements covering 200 or more Ontario workers.

² One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

TABLE 1A

EMPLOYEES AFFECTED BY COLLECTIVE BARGAINING SETTLEMENTS WITH COST-OF-LIVING CLAUSE,¹
 NEGOTIATED IN ONTARIO IN FOURTH QUARTER OF 1974, BY INDUSTRY AND DURATION OF AGREEMENT¹

Industry	All Agreements		One-Year ² Agreements		Two-Year ² Agreements		Three-Year ² Agreements	
	Employees	Agreements	Employees	Agreements	Employees	Agreements	Employees	Agreements
<u>All Industries</u>	<u>62,330</u>	<u>95</u>	<u>26,350</u>	<u>27</u>	<u>22,287</u>	<u>45</u>	<u>13,693</u>	<u>23</u>
<u>All Industries (Excluding Construction)</u>	<u>62,330</u>	<u>95</u>	<u>26,350</u>	<u>27</u>	<u>22,287</u>	<u>45</u>	<u>13,693</u>	<u>23</u>
<u>Manufacturing</u>	<u>22,472</u>	<u>45</u>	-	-	<u>8,779</u>	<u>22</u>	<u>13,693</u>	<u>23</u>
Food and Beverage	1,031	4	-	-	231	3	800	-
Rubber	6,549	8	-	-	-	-	6,549	-
Leather	1,125	2	-	-	1,125	2	-	-
Textile	1,450	2	-	-	-	-	1,450	-
Knitting Mills	-	-	-	-	-	-	-	-
Wood	735	2	-	-	735	2	-	-
Furniture and Fixture	250	1	-	-	250	1	-	-
Paper and Allied	200	1	-	-	200	1	-	-
Primary Metal	200	1	-	-	200	1	-	-
Metal Fabricating	1,963	5	-	-	850	1	1,113	-
Machinery	2,681	5	-	-	630	2	2,051	-
Transportation Equipment	3,180	8	-	-	2,565	5	615	-
Electrical Products	555	2	-	-	240	1	315	-
Non-Metallic Mineral Products	800	1	-	-	-	-	800	-
Miscellaneous Manufacturing	1,753	3	-	-	1,753	3	-	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>39,858</u>	<u>50</u>	<u>26,350</u>	<u>27</u>	<u>13,508</u>	<u>23</u>	-	-
Logging	4,510	8	-	-	4,510	8	-	-
Mining	200	1	-	-	200	1	-	-
Transportation	25,870	25	25,870	25	-	-	-	-
Storage	-	-	-	-	-	-	-	-
Communication	-	-	-	-	-	-	-	-
Retail Trade	8,798	14	-	-	8,798	14	-	-
Education and Related Services	480	2	480	2	-	-	-	-
Health and Welfare Services	-	-	-	-	-	-	-	-
Services to Business Management	-	-	-	-	-	-	-	-
Personal Services	-	-	-	-	-	-	-	-
Federal Administration	-	-	-	-	-	-	-	-
Provincial Administration	-	-	-	-	-	-	-	-
Local Administration	-	-	-	-	-	-	-	-
<u>Construction</u>	-	-	-	-	-	-	-	-

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

Research Branch
 Ontario Ministry of Labour

TABLE 1B

EMPLOYEES AFFECTED BY COLLECTIVE BARGAINING SETTLEMENTS WITHOUT COST-OF-LIVING CLAUSE,¹
NEGOTIATED IN ONTARIO IN FOURTH QUARTER OF 1974, BY INDUSTRY AND DURATION OF AGREEMENT

Industry	All Agreements		One-Year ² Agreements		Two-Year ² Agreements		Three-Year ² Agreements	
	Employees	Agreements	Employees	Agreements	Employees	Agreements	Employees	Agreements
All Industries	51,274	47	37,719	18	13,315	28	240	1
All Industries (Excluding Construction)	50,974	46	37,719	18	13,015	27	240	1
Manufacturing	2,904	10	425	1	2,239	8	240	1
Food and Beverage	200	1	-	-	200	1	-	-
Rubber	-	-	-	-	-	-	-	-
Leather	-	-	-	-	-	-	-	-
Textile	575	2	-	-	575	2	-	-
Knitting Mills	250	1	-	-	250	1	-	-
Food	-	-	-	-	-	-	-	-
Furniture and Fixture	206	1	-	-	206	1	-	-
Paper and Allied	1,108	3	425	1	683	2	-	-
Primary Metal	-	-	-	-	-	-	-	-
Metal Fabricating	325	1	-	-	325	1	-	-
Machinery	-	-	-	-	-	-	-	-
Transportation Equipment	-	-	-	-	-	-	-	-
Electrical Products	240	1	-	-	-	-	240	1
Non-Metallic Mineral Products	-	-	-	-	-	-	-	-
Miscellaneous Manufacturing	-	-	-	-	-	-	-	-
Non-Manufacturing (Excluding Construction)	48,070	36	37,294	17	10,776	19	-	-
Logging	-	-	-	-	-	-	-	-
Minining	-	-	-	-	-	-	-	-
Transportation	905	2	240	1	665	1	-	-
Storage	225	1	-	-	225	1	-	-
Communication	12,673	3	12,673	3	-	-	-	-
Retail Trade	-	-	-	-	-	-	-	-
Education and Related Services	2,514	6	847	2	1,667	4	-	-
Health and Welfare Services	2,552	7	2,017	5	535	2	-	-
Services to Business Management	238	1	238	1	-	-	-	-
Personal Services	270	4	-	-	270	4	-	-
Federal Administration	7,781	7	610	1	7,171	6	-	-
Provincial Administration	19,600	1	19,600	1	-	-	-	-
Local Administration	1,312	4	1,069	3	243	1	-	-
Construction	300	1	-	-	300	1	-	-

¹ Includes collective bargaining settlements covering 200 or more Ontario workers.

² One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

Research Branch
Ontario Ministry of Labour

TABLE 2

AVERAGE ANNUAL PER CENT¹ INCREASES IN BASE WAGE RATES ESTABLISHED BY COLLECTIVE
BARGAINING SETTLEMENTS NEGOTIATED IN ONTARIO IN FOURTH QUARTER OF 1974,
BY INDUSTRY AND DURATION OF AGREEMENT²

Industry	All Agreements	One-Year ³ Agreements	Two-Year ³ Agreements	Three-Year ³ Agreements
<u>All Industries</u>	<u>15.5</u>	<u>18.0</u>	<u>13.4</u>	<u>9.0</u>
<u>All Industries (Excluding Construction)</u>	<u>15.5</u>	<u>18.0</u>	<u>13.5</u>	<u>9.0</u>
<u>Manufacturing</u>	<u>10.9</u>	<u>18.5</u>	<u>13.1</u>	<u>9.0</u>
Food and Beverage	7.4	-	14.2	3.8
Rubber	9.5	-	-	9.5
Leather	11.7	-	11.7	-
Textile	14.8	-	18.6	13.2
Knitting Mills	16.8	-	16.8	-
Wood	11.4	-	11.4	-
Furniture and Fixture	15.0	-	15.0	-
Paper and Allied	18.4	18.5	18.3	-
Primary Metal	20.8	-	20.8	-
Metal Fabricating	11.3	-	16.2	6.0
Machinery	10.8	-	13.1	10.1
Transportation Equipment	7.4	-	7.9	5.3
Electrical Products	13.3	-	15.3	12.4
Non-Metallic Mineral Products	4.0	-	-	4.0
Miscellaneous Manufacturing	13.5	-	13.5	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>16.8</u>	<u>18.0</u>	<u>13.6</u>	<u>-</u>
Logging	19.2	-	19.2	-
Mining	9.9	-	9.9	-
Transportation	15.8	15.9	11.6	-
Storage	15.5	-	15.5	-
Communication	15.6	15.6	-	-
Retail Trade	12.8	-	12.8	-
Education and Related Services	16.7	18.0	15.6	-
Health and Welfare Services	28.9	28.1	31.8	-
Services to Business Management	18.9	18.9	-	-
Personal Services	13.9	-	13.9	-
Federal Administration	10.0	14.5	9.6	-
Provincial Administration	21.6	21.6	-	-
Local Administration	13.4	14.1	10.5	-
<u>Construction</u>	<u>6.3</u>	<u>-</u>	<u>6.3</u>	<u>-</u>

1. The per cents are calculated on a compound basis and weighted by employee coverage.

2. Includes collective bargaining settlements covering 200 or more Ontario workers.

3. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

Research Branch
Ontario Ministry of Labour

TABLE 2A

AVERAGE ANNUAL PER CENT¹ INCREASES IN BASE WAGE RATES ESTABLISHED BY COLLECTIVE
BARGAINING SETTLEMENTS WITH COST-OF-LIVING CLAUSE, NEGOTIATED IN ONTARIO
IN FOURTH QUARTER OF 1974, BY INDUSTRY AND DURATION OF AGREEMENT²

Industry	All Agreements	One-Year ³ Agreements	Two-Year ³ Agreements	Three-Year ³ Agreements
<u>Industries</u>	<u>13.6</u>	<u>16.0</u>	<u>13.7</u>	<u>8.9</u>
<u>Industries (Excluding Construction)</u>	<u>13.6</u>	<u>16.0</u>	<u>13.7</u>	<u>8.9</u>
<u>Manufacturing</u>	<u>10.0</u>	<u>-</u>	<u>11.7</u>	<u>8.9</u>
Food and Beverage	6.0	-	13.7	3.8
Rubber	9.5	-	-	9.5
Leather	11.7	-	11.7	-
Textile	13.2	-	-	13.2
Knitting Mills	-	-	-	-
Food	11.4	-	11.4	-
Furniture and Fixture	16.2	-	16.2	-
Paper and Allied	5.9	-	5.9	-
Primary Metal	20.8	-	20.8	-
Metal Fabricating	10.1	-	15.5	6.0
Machinery	10.8	-	13.1	10.1
Transportation Equipment	7.4	-	7.9	5.3
Electrical Products	13.8	-	15.3	12.7
Non-Metallic Mineral Products	4.0	-	-	4.0
Miscellaneous Manufacturing	13.5	-	13.5	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>15.7</u>	<u>16.0</u>	<u>14.9</u>	<u>-</u>
Logging	19.2	-	19.2	-
Mining	9.9	-	9.9	-
Transportation	15.9	15.9	-	-
Storage	-	-	-	-
Communication	-	-	-	-
Retail Trade	12.8	-	12.8	-
Education and Related Services	21.1	21.1	-	-
Health and Welfare Services	-	-	-	-
Services to Business Management	-	-	-	-
Personal Services	-	-	-	-
Federal Administration	-	-	-	-
Provincial Administration	-	-	-	-
Local Administration	-	-	-	-
<u>Construction</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

The per cents are calculated on a compound basis and weighted by employee coverage.

Includes collective bargaining settlements covering 200 or more Ontario workers.

One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

TABLE 2B

AVERAGE ANNUAL PER CENT¹ INCREASES IN BASE WAGE RATES ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS WITHOUT COST-OF-LIVING CLAUSE, NEGOTIATED IN ONTARIO IN FOURTH QUARTER OF 1974, BY INDUSTRY AND DURATION OF AGREEMENT²

Industry	All Agreements	One-Year ³ Agreements	Two-Year ³ Agreements	Three-Year Agreement
<u>All Industries</u>	<u>17.7</u>	<u>19.4</u>	<u>13.0</u>	<u>12.1</u>
<u>All Industries (Excluding Construction)</u>	<u>17.8</u>	<u>19.4</u>	<u>13.1</u>	<u>12.1</u>
<u>Manufacturing</u>	<u>18.0</u>	<u>18.5</u>	<u>18.6</u>	<u>12.1</u>
Food and Beverage	14.8	-	14.8	-
Rubber	-	-	-	-
Leather	-	-	-	-
Textile	18.6	-	18.6	-
Knitting Mills	16.8	-	16.8	-
Wood	-	-	-	-
Furniture and Fixture	13.6	-	13.6	-
Paper and Allied	20.6	18.5	21.9	-
Primary Metal	-	-	-	-
Metal Fabricating	18.2	-	18.2	-
Machinery	-	-	-	-
Transportation Equipment	-	-	-	-
Electrical Products	12.1	-	-	12.1
Non-Metallic Mineral Products	-	-	-	-
Miscellaneous Manufacturing	-	-	-	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>17.8</u>	<u>19.4</u>	<u>12.0</u>	<u>-</u>
Logging	-	-	-	-
Mining	-	-	-	-
Transportation	12.7	15.6	11.6	-
Storage	15.5	-	15.5	-
Communication	15.6	15.6	-	-
Retail Trade	-	-	-	-
Education and Related Services	15.8	16.2	15.6	-
Health and Welfare Services	28.9	28.1	31.8	-
Services to Business Management	18.9	18.9	-	-
Personal Services	13.9	-	13.9	-
Federal Administration	10.0	14.5	9.6	-
Provincial Administration	21.6	21.6	-	-
Local Administration	13.4	14.1	10.5	-
<u>Construction</u>	<u>6.3</u>	<u>-</u>	<u>6.3</u>	<u>-</u>

1. The per cents are calculated on a compound basis and weighted by employee coverage.

2. Includes collective bargaining settlements covering 200 or more Ontario workers.

3. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

TABLE 3

AVERAGE ANNUAL CENTS PER HOUR INCREASES IN BASE WAGE RATES ESTABLISHED BY COLLECTIVE
BARGAINING SETTLEMENTS NEGOTIATED IN ONTARIO IN FOURTH QUARTER OF 1974,
BY INDUSTRY AND DURATION OF AGREEMENT¹

Industry	All Agreements	One-Year ² Agreements	Two-Year ² Agreements	Three-Year ² Agreements
<u>Industries</u>	<u>51.3</u>	<u>57.4</u>	<u>46.7</u>	<u>35.1</u>
<u>Industries (Excluding Construction)</u>	<u>51.3</u>	<u>57.4</u>	<u>46.7</u>	<u>35.1</u>
<u>Manufacturing</u>	<u>40.3</u>	<u>50.0</u>	<u>46.4</u>	<u>35.1</u>
Food and Beverage	32.5	-	58.1	18.7
Rubber	38.8	-	-	38.8
Leather	32.1	-	32.1	-
Textile	45.4	-	48.8	44.1
Spinning Mills	40.0	-	40.0	-
Food	39.5	-	39.5	-
Furniture and Fixture	47.7	-	47.7	-
Paper and Allied	56.0	50.0	58.9	-
Primary Metal	79.5	-	79.5	-
Metal Fabricating	42.7	-	60.3	24.2
Machinery	41.0	-	46.8	39.2
Transportation Equipment	31.4	-	33.5	22.5
Electrical Products	40.2	-	55.0	33.8
Non-Metallic Mineral Products	20.6	-	-	20.6
Miscellaneous Manufacturing	53.6	-	53.6	-
<u>Manufacturing (Excluding Construction)</u>	<u>54.5</u>	<u>57.5</u>	<u>46.8</u>	<u>-</u>
Logging	87.5	-	87.5	-
Mining	43.0	-	43.0	-
Transportation	64.1	65.3	16.3	-
Storage	51.7	-	51.7	-
Communication	37.7	37.7	-	-
Retail Trade	39.7	-	39.7	-
Education and Related Services	49.9	51.6	48.6	-
Health and Welfare Services	94.9	96.5	89.1	-
Services to Business Management	45.3	45.3	-	-
Personal Services	27.5	-	27.5	-
Federal Administration	33.1	67.0	30.2	-
Provincial Administration	78.0	78.0	-	-
Local Administration	53.9	56.6	42.3	-
<u>Construction</u>	<u>46.5</u>	<u>-</u>	<u>46.5</u>	<u>-</u>

Includes collective bargaining settlements covering 200 or more Ontario workers.

One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

Research Branch
Ontario Ministry of Labour

TABLE 3A

AVERAGE ANNUAL CENTS PER HOUR INCREASES IN BASE WAGE RATES ESTABLISHED BY COLLECTIVE
BARGAINING SETTLEMENTS WITH COST-OF-LIVING CLAUSE, NEGOTIATED IN ONTARIO
IN FOURTH QUARTER OF 1974, BY INDUSTRY AND DURATION OF AGREEMENT¹

Industry	All Agreements	One-Year ² Agreements	Two-Year ² Agreements	Three-Year ² Agreements
<u>All Industries</u>	<u>53.6</u>	<u>65.3</u>	<u>51.0</u>	<u>35.1</u>
<u>All Industries (Excluding Construction)</u>	<u>53.6</u>	<u>65.3</u>	<u>51.0</u>	<u>35.1</u>
<u>Manufacturing</u>	<u>38.5</u>	<u>-</u>	<u>43.7</u>	<u>35.1</u>
Food and Beverage	28.5	-	62.5	18.7
Rubber	38.8	-	-	38.8
Leather	32.1	-	32.1	-
Textile	44.1	-	-	44.1
Knitting Mills	-	-	-	-
Wood	39.5	-	39.5	-
Furniture and Fixture	50.0	-	50.0	-
Paper and Allied	21.5	-	21.5	-
Primary Metal	79.5	-	79.5	-
Metal Fabricating	38.6	-	57.5	24.2
Machinery	41.0	-	46.8	39.2
Transportation Equipment	31.4	-	33.5	22.5
Electrical Products	41.7	-	55.0	31.6
Non-Metallic Mineral Products	20.6	-	-	20.6
Miscellaneous Manufacturing	53.6	-	53.6	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>62.1</u>	<u>65.3</u>	<u>55.7</u>	<u>-</u>
Logging	87.5	-	87.5	-
Mining	43.0	-	43.0	-
Transportation	65.5	65.5	-	-
Storage	-	-	-	-
Communication	-	-	-	-
Retail Trade	39.7	-	39.7	-
Education and Related Services	56.7	56.7	-	-
Health and Welfare Services	-	-	-	-
Services to Business Management	-	-	-	-
Personal Services	-	-	-	-
Federal Administration	-	-	-	-
Provincial Administration	-	-	-	-
Local Administration	-	-	-	-
<u>Construction</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

TABLE 3B

AVERAGE ANNUAL CENTS PER HOUR INCREASES IN BASE WAGE RATES ESTABLISHED BY COLLECTIVE
BARGAINING SETTLEMENTS WITHOUT COST-OF-LIVING CLAUSE, NEGOTIATED IN ONTARIO
IN FOURTH QUARTER OF 1974, BY INDUSTRY AND DURATION OF AGREEMENT¹

Industry	All Agreements	One-Year ² Agreements	Two-Year ² Agreements	Three-Year ² Agreements
<u>Industries</u>	<u>48.6</u>	<u>51.9</u>	<u>39.6</u>	<u>36.8</u>
<u>Industries (Excluding Construction)</u>	<u>48.6</u>	<u>51.9</u>	<u>39.4</u>	<u>36.8</u>
<u>Manufacturing</u>	<u>54.3</u>	<u>50.0</u>	<u>57.0</u>	<u>36.8</u>
Food and Beverage	53.0	-	53.0	-
Rubber	-	-	-	-
Leather	-	-	-	-
Textile	48.8	-	48.8	-
Knitting Mills	40.0	-	40.0	-
Food	-	-	-	-
Furniture and Fixture	45.0	-	45.0	-
Paper and Allied	62.2	50.0	69.8	-
Primary Metal	-	-	-	-
Metal Fabricating	67.5	-	67.5	-
Machinery	-	-	-	-
Transportation Equipment	-	-	-	-
Electrical Products	36.8	-	-	36.8
Non-Metallic Mineral Products	-	-	-	-
Miscellaneous Manufacturing	-	-	-	-
<u>-Manufacturing (Excluding Construction)</u>	<u>48.3</u>	<u>51.9</u>	<u>35.7</u>	<u>-</u>
Logging	-	-	-	-
Mining	-	-	-	-
Transportation	24.5	47.2	16.3	-
Storage	51.7	-	51.7	-
Communication	37.7	37.7	-	-
Retail Trade	-	-	-	-
Education and Related Services	48.6	48.7	48.6	-
Health and Welfare Services	94.9	96.5	89.1	-
Services to Business Management	45.3	45.3	-	-
Personal Services	27.5	-	27.5	-
Federal Administration	33.1	67.0	30.2	-
Provincial Administration	78.0	78.0	-	-
Local Administration	53.9	56.6	42.3	-
<u>Construction</u>	<u>46.5</u>	<u>-</u>	<u>46.5</u>	<u>-</u>

Includes collective bargaining settlements covering 200 or more Ontario workers.

One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

TABLE 4

AVERAGE ANNUAL PER CENT¹ AND CENTS PER HOUR INCREASES IN BASE RATES
ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS IN NON-CONSTRUCTION²
INDUSTRIES NEGOTIATED IN FOURTH QUARTER OF 1974, BY SIZE OF INCREASES²

Per Cent Increases

Per Cent Increases	Agreements	Employees	Per Cent Increases (Cont'd)	Agreements	Employees
3.0 - 3.4	2	415	17.0 - 17.4	4	4,300
3.5 - 3.9	2	1,000	18.0 - 18.4	4	1,055
4.0 - 4.4	2	1,150	18.5 - 18.9	3	6,363
5.5 - 5.9	3	900	19.0 - 19.4	11	6,015
6.0 - 6.4	2	1,625	19.5 - 19.9	1	275
7.0 - 7.4	2	345	20.5 - 20.9	1	200
8.0 - 8.4	2	747	21.0 - 21.4	1	330
8.5 - 8.9	4	4,173	21.5 - 21.9	2	19,860
9.0 - 9.4	7	5,911	22.5 - 22.9	1	353
9.5 - 9.9	4	1,038	23.5 - 23.9	2	487
10.0 - 10.4	4	8,535	24.0 - 24.4	3	820
10.5 - 10.9	4	1,393	24.5 - 24.9	2	795
11.0 - 11.4	5	3,272	27.5 - 27.9	1	325
11.5 - 11.9	2	916	28.5 - 28.9	1	300
12.0 - 12.4	6	2,810	30.5 - 30.9	1	392
12.5 - 12.9	4	1,362	31.5 - 31.9	1	235
13.0 - 13.4	3	7,523	32.0 - 32.4	1	300
13.5 - 13.9	9	991	39.0 - 39.4	1	500
14.0 - 14.4	1	228			
14.5 - 14.9	3	1,710			
15.0 - 15.4	14	4,810			
15.5 - 15.9	12	18,815			
16.0 - 16.4	2	480			
16.5 - 16.9	1	250			

...../Cont'd

TABLE 4 (CONT'D)

Cents Per Hour Increases

Cents Per Hour Increases	Agreements	Employees	Cents Per Hour Increases (Cont'd)	Agreements	Employees
15.0 - 15.9	2	415	54.0 - 54.9	2	1,450
16.0 - 16.9	1	665	55.0 - 55.9	1	240
17.0 - 17.9	1	2,550	56.0 - 56.9	1	548
18.0 - 18.9	2	1,000	57.0 - 57.9	1	850
			58.0 - 58.9	1	561
20.0 - 20.9	3	2,391			
21.0 - 21.9	1	200	60.0 - 60.9	4	578
22.0 - 22.9	2	345	61.0 - 61.9	5	1,382
			62.0 - 62.9	12	18,231
25.0 - 25.9	2	700	63.0 - 63.9	5	1,260
26.0 - 26.9	1	500			
27.0 - 27.9	4	270	65.0 - 65.9	1	353
30.0 - 30.9	3	8,675	67.0 - 67.9	2	935
31.0 - 31.9	2	628	68.0 - 68.9	1	500
32.0 - 32.9	1	4,735			
33.0 - 33.9	4	1,081	72.0 - 72.9	5	4,595
34.0 - 34.9	3	1,310			
35.0 - 35.9	1	300	75.0 - 75.9	2	590
36.0 - 36.9	3	648			
37.0 - 37.9	3	1,174	77.0 - 77.9	7	3,106
38.0 - 38.9	7	5,860	78.0 - 78.9	1	19,600
39.0 - 39.9	2	735	79.0 - 79.9	1	200
40.0 - 40.9	5	2,892	80.0 - 80.9	1	200
41.0 - 41.9	2	1,773			
42.0 - 42.9	3	2,124	84.0 - 84.9	1	300
43.0 - 43.9	2	647			
			87.0 - 87.9	9	4,745
45.0 - 45.9	3	728			
46.0 - 46.9	4	6,549	89.0 - 89.9	1	500
47.0 - 47.9	1	240	90.0 - 90.9	1	300
48.0 - 48.9	2	1,128			
			121.0 - 121.9	1	500
50.0 - 50.9	2	675			
51.0 - 51.9	1	225	129.0 - 129.9	1	392
52.0 - 52.9	1	225			

1. Per cents expressed in compound terms.

2. Includes collective bargaining settlements covering 200 or more Ontario workers.

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Ontario

Ministry of
Labour

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS

IN ONTARIO, FIRST QUARTER 1975



Prepared by

Research Branch

Ontario Ministry of Labour

May 1975

Hon. John MacBeth
Minister

Mr. R. D. Johnston
Deputy Minister

CONTENTS

The attached tables describe changes in base wages established by collective bargaining agreements, covering 200 or more Ontario workers, negotiated in the first quarter of 1975. The data are drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. These tables present preliminary data and may be subject to change as further settlements relating to this period become available.

It should be noted that base rates are used in the calculations presented in the tables and may not be representative of the average increase for the entire bargaining unit. Table I indicates the number of Ontario workers affected by settlements by industry and these figures are used in the calculations of weighted averages in Tables 2 and 3. These employee coverage estimates are obtained in connection with settlement reporting and are only approximations. Accurate estimates of employee coverage are particularly difficult to obtain in construction due to the nature of employment relationships. The data in Table 2 indicate average annual per cent wage increases by industry expressed on a compound basis.

Because of the increasing occurrence of cost-of-living provisions in recent settlements six additional tables have been included to provide separate information for those settlements with cost-of-living provisions and those which do not have such provisions.

Further information regarding these tables can be obtained by contacting the Research Branch, Ontario Ministry of Labour (965-6886).

Toronto
May 1, 1975

TABLE 1

EMPLOYEES AFFECTED BY COLLECTIVE BARGAINING SETTLEMENTS NEGOTIATED IN ONTARIO
IN THE FIRST QUARTER OF 1975, BY INDUSTRY AND DURATION OF AGREEMENT

Industry	All Agreements		One-Year ² Agreements		Two-Year ² Agreements		Three-Year ² Agreements	
	Employees	Agreements	Employees	Agreements	Employees	Agreements	Employees	Agreements
<u>All Industries</u>	<u>53,248</u>	<u>78</u>	<u>13,839</u>	<u>26</u>	<u>37,006</u>	<u>45</u>	<u>2,403</u>	<u>7</u>
<u>All Industries (Excluding Construction)</u>	<u>52,848</u>	<u>77</u>	<u>13,839</u>	<u>26</u>	<u>36,606</u>	<u>44</u>	<u>2,403</u>	<u>7</u>
<u>Manufacturing</u>	<u>13,327</u>	<u>35</u>	<u>2,640</u>	<u>4</u>	<u>8,284</u>	<u>24</u>	<u>2,403</u>	<u>7</u>
Food and Beverage	2,393	6	350	1	2,043	5	-	-
Rubber	215	1	-	-	-	-	215	1
Leather	1,269	6	-	-	1,269	6	-	-
Textile	1,360	3	250	1	1,110	2	-	-
Paper and Allied	290	1	-	-	290	1	-	-
Printing and Publishing	2,040	2	2,040	2	-	-	-	-
Primary Metals	1,235	2	-	-	435	1	800	1
Metal Fabricating	830	3	-	-	495	2	335	1
Transportation Equipment	523	2	-	-	-	-	523	2
Electrical Products	2,248	6	-	-	1,948	5	300	1
Non-Metallic Mineral Products	300	1	-	-	300	1	-	-
Chemical and Chemical Products	230	1	-	-	-	-	230	1
Miscellaneous Manufacturing	394	1	-	-	394	1	-	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>39,521</u>	<u>42</u>	<u>11,199</u>	<u>22</u>	<u>28,322</u>	<u>20</u>	<u>-</u>	<u>-</u>
Logging	925	3	-	-	925	3	-	-
Transportation	5,750	1	-	-	5,750	1	-	-
Storage	1,500	1	-	-	1,500	1	-	-
Electric Power, Gas and Water Utilities	800	2	-	-	800	2	-	-
Insurance and Real Estate	670	1	670	1	-	-	-	-
Education and Related Services	8,077	7	2,418	5	5,659	2	-	-
Health and Welfare Services	675	1	675	1	-	-	-	-
Personal Services	1,200	3	-	-	1,200	3	-	-
Miscellaneous Services	310	1	-	-	310	1	-	-
Federal Administration	13,402	8	2,055	3	11,347	5	-	-
Local Administration	6,212	14	5,381	12	831	2	-	-
<u>Construction</u>	<u>400</u>	<u>1</u>	<u>-</u>	<u>-</u>	<u>400</u>	<u>1</u>	<u>-</u>	<u>-</u>

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

TABLE 1A

EMPLOYEES AFFECTED BY COLLECTIVE BARGAINING SETTLEMENTS WITH COST-OF-LIVING CLAUSE,¹
NEGOTIATED IN ONTARIO IN THE FIRST QUARTER OF 1975, BY INDUSTRY AND DURATION OF AGREEMENT

Industry	All Agreements		One-Year ² Agreements		Two-Year ² Agreements		Three-Year ² Agreements	
	Employees	Agreements	Employees	Agreements	Employees	Agreements	Employees	Agreements
All Industries	15,503	25	-	-	13,330	19	2,173	6
All Industries (Excluding Construction)	15,503	25	-	-	13,330	19	2,173	6
Manufacturing	5,688	16	-	-	3,515	10	2,173	6
Food and Beverage	673	2	-	-	673	2	-	-
Rubber	215	1	-	-	-	-	215	1
Leather	-	-	-	-	-	-	-	-
Textile	210	1	-	-	210	1	-	-
Paper and Allied	290	1	-	-	290	1	-	-
Printing and Publishing	-	-	-	-	-	-	-	-
Primary Metals	-	-	-	-	-	-	-	-
Metal Fabricating	800	1	-	-	-	-	800	1
Transportation Equipment	335	1	-	-	-	-	335	1
Electrical Products	523	2	-	-	-	-	523	2
Non-Metallic Mineral Products	1,948	5	-	-	1,648	4	300	1
Chemical and Chemical Products	300	1	-	-	300	1	-	-
Miscellaneous Manufacturing	-	-	-	-	-	-	-	-
	394	1	-	-	394	1	-	-
Non-Manufacturing (Excluding Construction)	9,815	9	-	-	9,815	9	-	-
Logging	925	3	-	-	925	3	-	-
Transportation	5,750	1	-	-	5,750	1	-	-
Storage	1,500	1	-	-	1,500	1	-	-
Electric Power, Gas and Water Utilities	-	-	-	-	-	-	-	-
Insurance and Real Estate	-	-	-	-	-	-	-	-
Education and Related Services	209	1	-	-	209	1	-	-
Health and Welfare Services	-	-	-	-	-	-	-	-
Personal Services	600	1	-	-	600	1	-	-
Miscellaneous Services	-	-	-	-	-	-	-	-
Federal Administration	-	-	-	-	-	-	-	-
Local Administration	831	2	-	-	831	2	-	-
Construction	-	-	-	-	-	-	-	-

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

EMPLOYEES AFFECTED BY COLLECTIVE BARGAINING SETTLEMENTS WITHOUT COST-OF-LIVING CLAUSE,¹
NEGOTIATED IN ONTARIO IN THE FIRST QUARTER OF 1975, BY INDUSTRY AND DURATION OF AGREEMENT

Industry	All Agreements		One-Year ² Agreements		Two-Year ² Agreements		Three-Year ² Agreements	
	Employees	Agreements	Employees	Agreements	Employees	Agreements	Employees	Agreements
<u>All Industries</u>	<u>37,745</u>	<u>53</u>	<u>13,839</u>	<u>26</u>	<u>23,676</u>	<u>26</u>	<u>230</u>	<u>1</u>
<u>All Industries (Excluding Construction)</u>	<u>37,345</u>	<u>52</u>	<u>13,839</u>	<u>26</u>	<u>23,276</u>	<u>25</u>	<u>230</u>	<u>1</u>
<u>Manufacturing</u>	<u>7,639</u>	<u>19</u>	<u>2,640</u>	<u>4</u>	<u>4,769</u>	<u>14</u>	<u>230</u>	<u>1</u>
Food and Beverage	1,720	4	350	1	1,370	3	-	-
Rubber	-	-	-	-	-	-	-	-
Leather	1,269	6	-	-	1,269	6	-	-
Textile	1,150	2	250	1	900	1	-	-
Paper and Allied	-	-	-	-	-	-	-	-
Printing and Publishing	2,040	2	2,040	2	-	-	-	-
Primary Metals	435	1	-	-	435	1	-	-
Metal Fabricating	495	2	-	-	495	2	-	-
Transportation Equipment	-	-	-	-	-	-	-	-
Electrical Products	300	1	-	-	300	1	-	-
Non-Metallic Mineral Products	-	-	-	-	-	-	-	-
Chemical and Chemical Products	230	1	-	-	-	-	230	1
Miscellaneous Manufacturing	-	-	-	-	-	-	-	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>29,706</u>	<u>33</u>	<u>11,199</u>	<u>22</u>	<u>18,507</u>	<u>11</u>	<u>-</u>	<u>-</u>
Logging	-	-	-	-	-	-	-	-
Transportation	-	-	-	-	-	-	-	-
Storage	-	-	-	-	-	-	-	-
Electric Power, Gas and Water Utilities	800	2	-	-	800	2	-	-
Insurance and Real Estate	670	1	670	1	-	-	-	-
Education and Related Services	7,868	6	2,418	5	5,450	1	-	-
Health and Welfare Services	675	1	675	1	-	-	-	-
Personal Services	600	2	-	-	600	2	-	-
Miscellaneous Services	310	1	-	-	310	1	-	-
Federal Administration	13,402	8	2,055	3	11,347	5	-	-
Local Administration	5,381	12	5,381	12	-	-	-	-
<u>Construction</u>	<u>400</u>	<u>1</u>	<u>-</u>	<u>-</u>	<u>400</u>	<u>1</u>	<u>-</u>	<u>-</u>

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

TABLE 2

AVERAGE ANNUAL PER CENT¹ INCREASES IN BASE WAGE RATES ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS
NEGOTIATED IN ONTARIO IN THE FIRST QUARTER OF 1975, BY INDUSTRY AND DURATION OF AGREEMENT²

Industry	All Agreements	One-Year ³ Agreements	Two-Year ³ Agreements	Three-Year ³ Agreements
<u>All Industries</u>	<u>14.9</u>	<u>17.1</u>	<u>14.9</u>	<u>7.5</u>
<u>All Industries (Excluding Construction)</u>	<u>14.9</u>	<u>17.1</u>	<u>14.9</u>	<u>7.5</u>
<u>Manufacturing</u>	<u>13.6</u>	<u>15.5</u>	<u>16.7</u>	<u>7.5</u>
Food and Beverage	16.1	16.1	16.1	-
Rubber	12.3	-	-	12.3
Leather	15.5	-	15.5	-
Textile	13.5	13.0	13.7	-
Paper and Allied	16.7	-	16.7	-
Printing and Publishing	15.7	15.7	-	-
Primary Metals	8.1	-	14.4	4.7
Metal Fabricating	11.8	-	16.4	5.1
Transportation Equipment	6.2	-	-	6.2
Electrical Products	13.3	-	13.7	10.5
Non-Metallic Mineral Products	13.2	-	13.2	-
Chemical and Chemical Products	14.7	-	-	14.7
Miscellaneous Manufacturing	12.0	-	12.0	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>15.3</u>	<u>17.5</u>	<u>14.4</u>	<u>-</u>
Logging	19.2	-	19.2	-
Transportation	14.8	-	14.8	-
Storage	18.5	-	18.5	-
Electric Power, Gas and Water Utilities	12.3	-	12.3	-
Insurance and Real Estate	20.1	20.1	-	-
Education and Related Services	16.3	25.6	12.3	-
Health and Welfare Services	39.0	39.0	-	-
Personal Services	19.2	-	19.2	-
Miscellaneous Services	17.2	-	17.2	-
Federal Administration	13.6	11.0	14.1	-
Local Administration	13.1	13.3	11.9	-
<u>Construction</u>	<u>15.0</u>	<u>-</u>	<u>15.0</u>	<u>-</u>

1. The per cents are calculated on a compound basis and weighted by employee coverage.

2. Includes collective bargaining settlements covering 200 or more Ontario workers.

3. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

AVERAGE ANNUAL PER CENT¹ INCREASES IN BASE WAGE RATES ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS
WITH COST-OF-LIVING CLAUSE, NEGOTIATED IN ONTARIO IN THE FIRST QUARTER OF 1975, BY INDUSTRY AND DURATION OF AGREEMENT²

Industry	All Agreements	One-Year ³ Agreements	Two-Year ³ Agreements	Three-Year ³ Agreements
<u>All Industries</u>	<u>14.2</u>	<u>13.5</u>	<u>15.4</u>	<u>6.7</u>
<u>All Industries (Excluding Construction)</u>	<u>14.2</u>	<u>13.5</u>	<u>15.4</u>	<u>6.7</u>
<u>Manufacturing</u>	<u>11.1</u>	<u>13.5</u>	<u>13.7</u>	<u>6.7</u>
Food and Beverage	14.5	-	14.5	-
Rubber	12.3	-	-	12.3
Leather	-	-	-	-
Textile	13.5	-	13.5	-
Paper and Allied	16.7	-	16.7	-
Printing and Publishing	-	-	-	-
Primary Metals	4.7	-	-	4.7
Metal Fabricating	5.1	-	-	5.1
Transportation Equipment	6.2	-	-	6.2
Electrical Products	13.0	-	13.4	10.5
Non-Metallic Mineral Products	13.2	-	13.2	-
Chemical and Chemical Products	-	-	-	-
Miscellaneous Manufacturing	12.0	-	12.0	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>16.0</u>	<u>-</u>	<u>16.0</u>	<u>-</u>
Logging	19.2	-	19.2	-
Transportation	14.8	-	14.8	-
Storage	18.5	-	18.5	-
Electric Power, Gas and Water Utilities	-	-	-	-
Insurance and Real Estate	12.4	-	12.4	-
Education and Related Services	-	-	-	-
Health and Welfare Services	24.0	-	24.0	-
Personal Services	-	-	-	-
Miscellaneous Services	-	-	-	-
Federal Administration	-	-	-	-
Local Administration	11.9	-	11.9	-
<u>Construction</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

1. The per cents are calculated on a compound basis and weighted by employee coverage.

2. Includes collective bargaining settlements covering 200 or more Ontario workers.

3. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

Research Branch
Ontario Ministry of Labour

TABLE 2B

AVERAGE ANNUAL PER CENT¹ INCREASES IN BASE WAGE RATES ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS WITHOUT COST-OF-LIVING CLAUSE, NEGOTIATED IN ONTARIO IN THE FIRST QUARTER OF 1975, BY INDUSTRY AND DURATION OF AGREEMENT²

Industry	All Agreements	One-Year ³ Agreements	Two-Year ³ Agreements	Three-Year ³ Agreements
<u>All Industries</u>	<u>15.1</u>	<u>17.1</u>	<u>13.9</u>	<u>14.7</u>
<u>All Industries (Excluding Construction)</u>	<u>15.1</u>	<u>17.1</u>	<u>14.0</u>	<u>14.7</u>
<u>Manufacturing</u>	<u>15.5</u>	<u>15.5</u>	<u>15.5</u>	<u>14.7</u>
Food and Beverage	16.7	16.1	16.9	-
Rubber	-	-	-	-
Leather	15.5	-	15.5	-
Textile	13.6	13.0	13.7	-
Paper and Allied Printing and Publishing	-	-	-	-
Primary Metals	15.7	15.7	-	-
Metal Fabricating	14.4	-	14.4	-
Transportation Equipment	16.4	-	16.4	-
Electrical Products	-	-	-	-
Non-Metallic Mineral Products	15.4	-	15.4	-
Chemical and Chemical Products	-	-	-	-
Miscellaneous Manufacturing	14.7	-	-	14.7
<u>Non-Manufacturing (Excluding Construction)</u>	<u>15.1</u>	<u>17.5</u>	<u>13.6</u>	<u>-</u>
Logging	-	-	-	-
Transportation	-	-	-	-
Storage	-	-	-	-
Electric Power, Gas and Water Utilities	12.3	-	12.3	-
Insurance and Real Estate	20.1	20.1	-	-
Education and Related Services	16.4	25.6	12.3	-
Health and Welfare Services	39.0	39.0	-	-
Personal Services	14.3	-	14.3	-
Miscellaneous Services	17.2	-	17.2	-
Federal Administration	13.6	11.0	14.1	-
Local Administration	13.3	13.3	-	-
<u>Construction</u>	<u>15.0</u>	<u>-</u>	<u>15.0</u>	<u>-</u>

1. The per cents are calculated on a compound basis and weighted by employee coverage.

2. Includes collective bargaining settlements covering 200 or more Ontario workers.

3. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

AVERAGE ANNUAL CENTS PER HOUR INCREASES IN BASE WAGE RATES ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS NEGOTIATED IN ONTARIO IN THE FIRST QUARTER OF 1975, BY INDUSTRY AND DURATION OF AGREEMENT¹

Industry	All Agreements	One-Year ² Agreements	Two-Year ² Agreements	Three-Year ² Agreements
<u>All Industries</u>	<u>58.5</u>	<u>60.9</u>	<u>61.2</u>	<u>28.8</u>
<u>All Industries (Excluding Construction)</u>	<u>58.0</u>	<u>60.9</u>	<u>60.5</u>	<u>28.8</u>
<u>Manufacturing</u>	<u>48.9</u>	<u>52.7</u>	<u>60.5</u>	<u>28.8</u>
Food and Beverage	67.6	68.0	67.4	-
Rubber	35.5	-	-	35.5
Leather	57.5	-	57.5	-
Textile	43.3	28.0	46.7	-
Paper and Allied	58.0	-	58.0	-
Printing and Publishing	53.1	53.1	-	-
Primary Metals	27.9	-	42.0	20.3
Metal Fabricating	49.6	-	69.6	20.0
Transportation Equipment	27.9	-	-	27.9
Electrical Products	39.5	-	40.1	35.7
Non-Metallic Mineral Products	49.0	-	49.0	-
Chemical and Chemical Products	58.8	-	-	58.8
Miscellaneous Manufacturing	45.0	-	45.0	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>61.0</u>	<u>62.8</u>	<u>60.4</u>	<u>-</u>
Logging	87.5	-	87.5	-
Transportation	68.0	-	68.0	-
Storage	100.0	-	100.0	-
Electric Power, Gas and Water Utilities	41.6	-	41.6	-
Insurance and Real Estate	93.0	93.0	-	-
Education and Related Services	53.5	59.8	50.1	-
Health and Welfare Services	110.0	110.0	-	-
Personal Services	52.6	-	52.6	-
Miscellaneous Services	45.0	-	45.0	-
Federal Administration	58.0	62.5	57.2	-
Local Administration	54.2	54.5	52.2	-
<u>Construction</u>	<u>125.0</u>	<u>-</u>	<u>125.0</u>	<u>-</u>

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

TABLE 3A

AVERAGE ANNUAL CENTS PER HOUR INCREASES IN BASE WAGE RATES ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS WITH COST-OF-LIVING CLAUSE, NEGOTIATED IN ONTARIO IN THE FIRST QUARTER OF 1975, BY INDUSTRY AND DURATION OF AGREEMENT¹

Industry	All Agreements	One-Year ² Agreements	Two-Year ² Agreements	Three-Year ² Agreements
<u>All Industries</u>	<u>60.4</u>	-	<u>66.0</u>	<u>20.7</u>
<u>All Industries (Excluding Construction)</u>	<u>60.4</u>	-	<u>66.0</u>	<u>20.7</u>
<u>Manufacturing</u>	<u>39.5</u>	-	<u>48.1</u>	<u>20.7</u>
Food and Beverage	69.3	-	69.3	-
Rubber	34.5	-	-	34.5
Leather	-	-	-	-
Textile	39.0	-	39.0	-
Paper and Allied Printing and Publishing	58.0	-	58.0	-
Primary Metals	-	-	-	-
Metal Fabricating	20.3	-	-	20.3
Transportation Equipment	20.0	-	-	20.0
Electrical Products	27.9	-	-	27.9
Non-Metallic Mineral Products	38.9	-	38.9	35.7
Chemical and Chemical Products	49.0	-	49.0	-
Miscellaneous Manufacturing	-	-	-	-
	45.0	-	45.0	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>72.4</u>	-	<u>72.4</u>	-
Logging	87.5	-	87.5	-
Transportation	68.0	-	68.0	-
Storage	100.0	-	100.0	-
Electric Power, Gas and Water Utilities	-	-	-	-
Insurance and Real Estate	-	-	-	-
Education and Related Services	44.0	-	44.0	-
Health and Welfare Services	-	-	-	-
Personal Services	60.5	-	60.5	-
Miscellaneous Services	-	-	-	-
Federal Administration	-	-	-	-
Local Administration	52.2	-	52.2	-
<u>Construction</u>	-	-	-	-

1. Includes collective bargaining settlements covering 200 or more Ontario workers.
2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

AVERAGE ANNUAL CENTS PER HOUR INCREASES IN BASE WAGE RATES ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS WITHOUT COST-OF-LIVING CLAUSE, NEGOTIATED IN ONTARIO IN THE FIRST QUARTER OF 1975, BY INDUSTRY AND DURATION OF AGREEMENT¹

Industry	All Agreements	One-Year ² Agreements	Two-Year ² Agreements	Three-Year ² Agreements
<u>All Industries</u>	<u>57.8</u>	<u>60.9</u>	<u>56.0</u>	<u>58.8</u>
<u>All Industries (Excluding Construction)</u>	<u>57.0</u>	<u>60.9</u>	<u>54.8</u>	<u>58.8</u>
<u>Manufacturing</u>	<u>55.8</u>	<u>52.7</u>	<u>57.4</u>	<u>58.8</u>
Food and Beverage	66.8	68.0	66.5	-
Rubber	-	-	-	-
Leather	57.5	-	57.5	-
Textile	44.0	28.0	48.5	-
Paper and Allied	-	-	-	-
Printing and Publishing	53.1	53.1	-	-
Primary Metals	42.0	-	42.0	-
Metal Fabricating	69.7	-	69.7	-
Transportation Equipment	-	-	-	-
Electrical Products	43.3	-	43.3	-
Non-Metallic Mineral Products	-	-	-	-
Chemical and Chemical Products	58.8	-	-	58.8
Miscellaneous Manufacturing	-	-	-	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>59.0</u>	<u>62.8</u>	<u>54.1</u>	<u>-</u>
Logging	-	-	-	-
Transportation	-	-	-	-
Storage	-	-	-	-
Electric Power, Gas and Water Utilities	41.6	-	41.6	-
Insurance and Real Estate	93.0	93.0	-	-
Education and Related Services	53.7	59.8	51.0	-
Health and Welfare Services	110.0	110.0	-	-
Personal Services	44.7	-	44.7	-
Miscellaneous Services	45.0	-	45.0	-
Federal Administration	58.0	62.5	57.2	-
Local Administration	54.5	54.5	-	-
<u>Construction</u>	<u>125.0</u>	<u>-</u>	<u>125.0</u>	<u>-</u>

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

TABLE 4

AVERAGE ANNUAL PER CENT¹ AND CENTS PER HOUR INCREASES IN BASE RATES ESTABLISHED
BY COLLECTIVE BARGAINING SETTLEMENTS IN NON-CONSTRUCTION INDUSTRIES NEGOTIATED
IN THE FIRST QUARTER OF 1975, BY SIZE OF INCREASES²

Per Cent Increases

Per Cent Increases	Agreements	Employees	Per Cent Increases (Cont'd)	Agreements	Employees
4.5 - 4.9	1	800	16.0 - 16.4	6	2,340
5.0 - 5.4	2	635	16.5 - 16.9	2	750
			17.0 - 17.4	2	5,337
7.0 - 7.4	1	1,305	18.0 - 18.4	2	645
7.5 - 7.9	1	223	18.5 - 18.9	2	2,400
8.5 - 8.9	1	325	19.0 - 19.4	5	1,688
9.0 - 9.4	1	1,075			
9.5 - 9.9	1	1,990	20.0 - 20.4	1	670
10.5 - 10.9	3	1,740	22.0 - 22.4	1	382
11.0 - 11.4	4	1,764	24.0 - 24.4	1	600
11.5 - 11.9	1	500	28.5 - 28.9	1	336
12.0 - 12.4	4	6,268	30.5 - 30.9	1	500
12.5 - 12.9	1	311	37.5 - 37.9	1	300
13.0 - 13.4	2	550	39.0 - 39.4	1	675
13.5 - 13.9	7	3,059			
14.0 - 14.4	7	2,569			
14.5 - 14.9	6	9,722			
15.0 - 15.4	1	300			
15.5 - 15.9	7	3,089			

TABLE 4 (CONT'D)

Cents Per Hour Increases

Cents Per Hour Increases	Agreements	Employees	Cents Per Hour Increases (Cont'd)	Agreements	Employees
19.0 - 19.9	1	325	59.0 - 59.9	1	200
20.0 - 20.9	2	1,135	60.0 - 60.9	6	1,429
25.0 - 26.9	1	300	62.0 - 62.9	2	1,145
28.0 - 28.9	1	250	64.0 - 64.9	1	1,990
29.0 - 29.9	1	223	65.0 - 65.9	1	336
34.0 - 34.9	1	215	68.0 - 68.9	3	6,500
35.0 - 35.9	3	1,905	69.0 - 69.9	2	782
37.0 - 37.9	1	500	70.0 - 70.9	1	273
38.0 - 38.9	2	906	71.0 - 71.9	1	1,054
39.0 - 39.9	1	210	72.0 - 72.9	1	460
40.0 - 41.9	2	1,075	75.0 - 75.9	1	311
42.0 - 42.9	1	435	76.0 - 76.9	1	500
43.0 - 43.9	1	300	78.0 - 78.9	1	295
44.0 - 44.9	1	209	80.0 - 80.9	1	350
45.0 - 45.9	4	2,679	84.0 - 84.9	1	300
46.0 - 46.9	1	244	86.0 - 86.9	1	413
47.0 - 47.9	2	763	87.0 - 87.9	3	925
48.0 - 48.9	3	1,550	93.0 - 93.9	1	670
49.0 - 49.9	1	300	100.0 - 100.9	1	1,500
50.0 - 50.9	2	853	110.0 - 110.9	1	675
51.0 - 51.9	1	5,450			
52.0 - 52.9	2	2,100			
53.0 - 53.9	2	550			
54.0 - 54.9	1	300			
56.0 - 56.9	3	3,599			
57.0 - 57.9	2	817			
58.0 - 58.9	3	5,547			

Per cents expressed in compound terms.

Includes collective bargaining settlements covering 200 or more Ontario workers.

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Labour



WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
///
IN ONTARIO, SECOND QUARTER 1975

Prepared by

Research Branch

Ontario Ministry of Labour

August 1975

Hon. John MacBeth
Minister

Mr. R.D. Johnston
Deputy Minister

CONTENTS

The attached tables describe changes in base wages established by collective bargaining agreements, covering 200 or more Ontario workers, negotiated in the second quarter of 1975. The data are drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. These tables present preliminary data and may be subject to change as further settlements relating to this period become available.

It should be noted that base rates are used in the calculations presented in the tables and may not be representative of the average increase for the entire bargaining unit. Table 1 indicates the number of Ontario workers affected by settlements by industry and these figures are used in the calculations of weighted averages in Tables 2 and 3. These employee coverage estimates are obtained in connection with settlement reporting and are only approximations. Accurate estimates of employee coverage are particularly difficult to obtain in construction due to the nature of employment relationships. The data in Table 2 indicate average annual per cent wage increases by industry expressed on a compound basis.

Because of the increasing occurrence of cost-of-living provisions in recent settlements six additional tables have been included to provide separate information for those settlements with cost-of-living provisions and those which do not have such provisions.

Further information regarding these tables can be obtained by contacting the Research Branch, Ontario Ministry of Labour (965-6101).

Toronto
August 1, 1975

**EMPLOYEES AFFECTED BY COLLECTIVE BARGAINING SETTLEMENTS NEGOTIATED IN ONTARIO
IN SECOND QUARTER OF 1975, BY INDUSTRY AND DURATION OF AGREEMENT¹**

Industry	All Agreements		One-Year ² Agreements		Two-Year ² Agreements		Three-Year ² Agreements	
	Employees	Agreements	Employees	Agreements	Employees	Agreements	Employees	Agreements
<u>All Industries</u>	<u>94,387</u>	<u>124</u>	<u>27,114</u>	<u>37</u>	<u>57,759</u>	<u>78</u>	<u>9,514</u>	<u>9</u>
<u>All Industries (Excluding Construction)</u>	<u>71,007</u>	<u>94</u>	<u>27,114</u>	<u>37</u>	<u>35,079</u>	<u>51</u>	<u>8,814</u>	<u>6</u>
<u>Manufacturing</u>	<u>19,985</u>	<u>44</u>	<u>6,407</u>	<u>9</u>	<u>10,764</u>	<u>30</u>	<u>2,814</u>	<u>5</u>
Food and Beverage	2,750	5	630	1	2,120	4	-	-
Rubber	420	1	-	-	-	3	420	1
Textile	1,640	4	700	1	940	-	-	-
Wood	222	1	222	1	-	-	-	-
Furniture and Fixture	275	1	-	-	275	1	-	-
Paper and Allied	714	2	-	-	500	1	214	1
Printing and Publishing	1,038	2	-	-	1,038	2	-	-
Primary Metals	1,506	3	600	1	406	1	500	1
Metal Fabricating	582	2	-	-	352	1	230	1
Machinery	726	3	465	2	261	1	-	-
Transportation Equipment	1,450	1	-	-	-	-	1,450	1
Electrical Products	4,597	6	3,290	2	1,307	4	-	-
Non-Metallic Mineral Products	2,750	10	-	-	2,750	10	-	-
Chemical and Chemical Products	815	2	-	-	815	2	-	-
Miscellaneous Manufacturing	500	1	500	1	-	-	-	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>51,022</u>	<u>50</u>	<u>20,707</u>	<u>28</u>	<u>24,315</u>	<u>21</u>	<u>6,000</u>	<u>1</u>
Mining	600	1	600	1	-	-	-	-
Transportation	2,521	3	-	-	2,521	3	-	-
Electric Power, Gas and Water Utilities	14,857	5	220	1	14,637	4	-	-
Retail Trade	230	1	-	-	230	1	-	-
Education and Related Services	3,236	10	2,466	8	770	2	-	-
Health and Welfare Services	1,036	4	527	2	509	2	-	-
Services to Business Management	1,870	1	-	-	870	1	-	-
Personal Services	1,146	2	-	-	1,146	2	-	-
Federal Administration	10,770	9	1,506	3	3,264	5	6,000	1
Provincial Administration	3,800	1	3,800	1	-	-	-	-
Local Administration	11,956	13	11,588	12	368	1	-	-
<u>Construction</u>	<u>23,380</u>	<u>30</u>	<u>-</u>	<u>-</u>	<u>22,680</u>	<u>27</u>	<u>700</u>	<u>3*</u>

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

* These three agreements are for a term of four years.

TABLE 1A

EMPLOYEES AFFECTED BY COLLECTIVE BARGAINING SETTLEMENTS WITH COST-OF-LIVING CLAUSE,¹
NEGOTIATED IN ONTARIO IN SECOND QUARTER OF 1975, BY INDUSTRY AND DURATION OF AGREEMENT²

Industry	All Agreements		One-Year ² Agreements		Two-Year ² Agreements		Three-Year ² Agreements	
	Employees	Agreements	Employees	Agreements	Employees	Agreements	Employees	Agreements
<u>All Industries</u>	<u>32,964</u>	<u>33</u>	-	-	<u>23,450</u>	<u>24</u>	<u>9,514</u>	<u>9</u>
<u>All Industries (Excluding Construction)</u>	<u>32,264</u>	<u>30</u>	-	-	<u>23,450</u>	<u>24</u>	<u>8,814</u>	<u>6</u>
<u>Manufacturing</u>	<u>9,659</u>	<u>21</u>	-	-	<u>6,845</u>	<u>16</u>	<u>2,814</u>	<u>5</u>
Food and Beverage	-	-	-	-	-	-	-	-
Rubber	420	1	-	-	-	-	420	1
Textile	680	2	-	-	680	2	-	-
Wood	-	-	-	-	-	-	-	-
Furniture and Fixture	275	1	-	-	275	1	-	-
Paper and Allied	714	2	-	-	500	1	214	1
Printing and Publishing	-	-	-	-	-	-	-	-
Primary Metals	906	2	-	-	406	1	500	1
Metal Fabricating	582	2	-	-	352	1	230	1
Machinery	-	-	-	-	-	-	-	-
Transportation Equipment	1,450	1	-	-	-	-	1,450	1
Electrical Products	1,307	4	-	-	1,307	4	-	-
Non-Metallic Mineral Products	2,510	4	-	-	2,510	4	-	-
Chemical and Chemical Products	815	2	-	-	815	2	-	-
Miscellaneous Manufacturing	-	-	-	-	-	-	-	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>22,605</u>	<u>9</u>	-	-	<u>16,605</u>	<u>8</u>	<u>6,000</u>	<u>1</u>
Mining	-	-	-	-	-	-	-	-
Transportation	800	2	-	-	800	2	-	-
Electric Power, Gas and Water Utilities	14,637	4	-	-	14,637	4	-	-
Retail Trade	-	-	-	-	-	-	-	-
Education and Related Services	-	-	-	-	-	-	-	-
Health and Welfare Services	-	-	-	-	-	-	-	-
Services to Business Management	-	-	-	-	-	-	-	-
Personal Services	800	1	-	-	800	1	-	-
Federal Administration	6,000	1	-	-	-	-	6,000	1
Provincial Administration	-	-	-	-	-	-	-	-
Local Administration	368	1	-	-	368	1	-	-
<u>Construction</u>	<u>700</u>	<u>3</u>	-	-	-	-	<u>700</u>	<u>3*</u>

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

* These three agreements are for a term of four years.

EMPLOYEES AFFECTED BY COLLECTIVE BARGAINING SETTLEMENTS WITHOUT COST-OF-LIVING CLAUSE,¹
NEGOTIATED IN ONTARIO IN SECOND QUARTER OF 1975, BY INDUSTRY AND DURATION OF AGREEMENT²

Industry	All Agreements		One-Year ² Agreements		Two-Year ² Agreements		Three-Year ² Agreements	
	Employees	Agreements	Employees	Agreements	Employees	Agreements	Employees	Agreements
<u>All Industries</u>	<u>61,423</u>	<u>91</u>	<u>27,114</u>	<u>37</u>	<u>34,309</u>	<u>54</u>	<u>-</u>	<u>-</u>
<u>All Industries (Excluding Construction)</u>	<u>38,743</u>	<u>64</u>	<u>27,114</u>	<u>37</u>	<u>11,629</u>	<u>27</u>	<u>-</u>	<u>-</u>
<u>Manufacturing</u>	<u>10,326</u>	<u>23</u>	<u>6,407</u>	<u>9</u>	<u>3,919</u>	<u>14</u>	<u>-</u>	<u>-</u>
Food and Beverage	2,750	5	630	1	2,120	4	-	-
Rubber	-	-	-	-	-	-	-	-
Textile	960	2	700	1	260	1	-	-
Wood	222	1	222	1	-	-	-	-
Furniture and Fixture	-	-	-	-	-	-	-	-
Paper and Allied	-	-	-	-	-	-	-	-
Printing and Publishing	1,038	2	-	-	-	-	-	-
Primary Metals	600	1	600	1	1,038	2	-	-
Metal Fabricating	-	-	-	-	-	-	-	-
Machinery	726	3	465	2	261	1	-	-
Transportation Equipment	-	-	-	-	-	-	-	-
Electrical Products	3,290	2	3,290	2	-	-	-	-
Non-Metallic Mineral Products	240	6	-	-	240	6	-	-
Chemical and Chemical Products	-	-	-	-	-	-	-	-
Miscellaneous Manufacturing	500	1	500	1	-	-	-	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>28,417</u>	<u>41</u>	<u>20,707</u>	<u>28</u>	<u>7,710</u>	<u>13</u>	<u>-</u>	<u>-</u>
Mining	600	1	600	1	-	-	-	-
Transportation	1,721	1	-	-	1,721	1	-	-
Electric Power, Gas and Water Utilities	220	1	220	1	-	-	-	-
Retail Trade	230	1	-	-	230	1	-	-
Education and Related Services	3,236	10	2,466	8	770	2	-	-
Health and Welfare Services	1,036	4	527	2	509	2	-	-
Services to Business Management	870	1	-	-	870	1	-	-
Personal Services	346	1	-	-	346	1	-	-
Federal Administration	4,770	8	1,506	3	3,264	5	-	-
Provincial Administration	3,800	1	3,800	1	-	-	-	-
Local Administration	11,588	12	11,588	12	-	-	-	-
<u>Construction</u>	<u>22,680</u>	<u>27</u>	<u>-</u>	<u>-</u>	<u>22,680</u>	<u>27</u>	<u>-</u>	<u>-</u>

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

Research Branch
Ontario Ministry of Labour

TABLE 2

AVERAGE ANNUAL PER CENT¹ INCREASES IN BASE WAGE RATES ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS
NEGOTIATED IN ONTARIO IN SECOND QUARTER OF 1975, BY INDUSTRY AND DURATION OF AGREEMENT²

Industry	All Agreements	One-Year ³ Agreements	Two-Year ³ Agreements	Three-Year ³ Agreements
<u>All Industries</u>	<u>14.6</u>	<u>17.6</u>	<u>13.7</u>	<u>12.0</u>
<u>All Industries (Excluding Construction)</u>	<u>14.7</u>	<u>17.6</u>	<u>13.1</u>	<u>12.1</u>
<u>Manufacturing</u>	<u>14.9</u>	<u>18.9</u>	<u>14.7</u>	<u>6.8</u>
Food and Beverage	16.6	18.5	16.1	-
Rubber	9.3	-	-	9.3
Textile	15.6	16.1	15.3	-
Wood	20.0	20.0	-	-
Furniture and Fixture	10.9	-	10.9	-
Paper and Allied	14.9	-	15.9	12.5
Printing and Publishing	14.2	-	14.2	-
Primary Metals	16.6	21.7	14.0	12.5
Metal Fabricating	14.1	-	16.8	10.0
Machinery	17.1	18.7	14.3	-
Transportation Equipment	2.8	-	-	2.8
Electrical Products	17.4	18.9	13.7	-
Non-Metallic Mineral Products	14.4	-	14.4	-
Chemical and Chemical Products	13.2	-	13.2	-
Miscellaneous Manufacturing	19.6	19.6	-	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>14.6</u>	<u>17.2</u>	<u>12.4</u>	<u>14.5</u>
Mining	19.7	19.7	-	-
Transportation	14.9	-	14.9	-
Electric Power, Gas and Water Utilities	9.7	14.3	9.7	-
Retail Trade	9.2	-	9.2	-
Education and Related Services	18.5	19.2	16.2	-
Health and Welfare Services	28.3	35.3	21.2	-
Services to Business Management	14.4	-	14.4	-
Personal Services	13.5	-	13.5	-
Federal Administration	15.3	9.4	19.6	14.5
Provincial Administration	18.9	18.9	-	-
Local Administration	16.2	16.3	11.5	-
<u>Construction</u>	<u>14.5</u>	<u>-</u>	<u>14.6</u>	<u>11.6*</u>

1. The per cents are calculated on a compound basis and weighted by employee coverage.

2. Includes collective bargaining settlements covering 200 or more Ontario workers.

3. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

* These three agreements are for a term of four years.

Industry	All Agreements	One-Year ³ Agreements	Two-Year ³ Agreements	Three-Year ³ Agreements
<u>All Industries</u>	<u>11.5</u>	<u>-</u>	<u>11.3</u>	<u>12.0</u>
<u>All Industries (Excluding Construction)</u>	<u>11.5</u>	<u>-</u>	<u>11.3</u>	<u>12.1</u>
<u>Manufacturing</u>	<u>12.1</u>	<u>-</u>	<u>14.3</u>	<u>6.8</u>
Food and Beverage	-	-	-	-
Rubber	9.3	-	-	9.3
Textile	15.3	-	15.3	-
Wood	-	-	-	-
Furniture and Fixture	10.9	-	10.9	-
Paper and Allied	14.9	-	15.9	12.5
Printing and Publishing	-	-	-	-
Primary Metals	13.2	-	14.0	12.5
Metal Fabricating	14.1	-	16.8	10.0
Machinery	-	-	-	-
Transportation Equipment	2.8	-	-	2.8
Electrical Products	13.7	-	13.7	-
Non-Metallic Mineral Products	14.4	-	14.4	-
Chemical and Chemical Products	13.2	-	13.2	-
Miscellaneous Manufacturing	-	-	-	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>11.3</u>	<u>-</u>	<u>10.1</u>	<u>14.5</u>
Mining	-	-	-	-
Transportation	13.9	-	13.9	-
Electric Power, Gas and Water Utilities	9.7	-	9.7	-
Retail Trade	-	-	-	-
Education and Related Services	-	-	-	-
Health and Welfare Services	-	-	-	-
Services to Business Management	-	-	-	-
Personal Services	13.1	-	13.1	-
Federal Administration	14.5	-	-	14.5
Provincial Administration	-	-	-	-
Local Administration	11.5	-	11.5	-
<u>Construction</u>	<u>11.6</u>	<u>-</u>	<u>-</u>	<u>11.6*</u>

1. The per cents are calculated on a compound basis and weighted by employee coverage.
 2. Includes collective bargaining settlements covering 200 or more Ontario workers.
 3. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.
- * These three agreements are for a term of four years.

TABLE 2B

AVERAGE ANNUAL PER CENT¹ INCREASES IN BASE WAGE RATES ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS² WITHOUT COST-OF-LIVING CLAUSE, NEGOTIATED IN ONTARIO IN SECOND QUARTER OF 1975, BY INDUSTRY AND DURATION OF AGREEMENT³

Industry	All Agreements	One-Year ³ Agreements	Two-Year ³ Agreements	Three-Year ³ Agreements
<u>All Industries</u>	<u>16.3</u>	<u>17.6</u>	<u>15.3</u>	<u>-</u>
<u>All Industries (Excluding Construction)</u>	<u>17.3</u>	<u>17.6</u>	<u>16.6</u>	<u>-</u>
<u>Manufacturing</u>	<u>17.5</u>	<u>18.9</u>	<u>15.3</u>	<u>-</u>
Food and Beverage	16.6	18.5	16.1	-
Rubber	-	-	-	-
Textile	15.9	16.1	15.2	-
Wood	20.0	20.0	-	-
Furniture and Fixture	-	-	-	-
Paper and Allied	-	-	14.2	-
Printing and Publishing	14.2	-	-	-
Primary Metals	21.7	21.7	-	-
Metal Fabricating	-	-	-	-
Machinery	17.1	18.7	14.3	-
Transportation Equipment	-	-	-	-
Electrical Products	18.9	18.9	-	-
Non-Metallic Mineral Products	14.5	-	14.5	-
Chemical and Chemical Products	-	-	-	-
Miscellaneous Manufacturing	19.6	19.6	-	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>17.2</u>	<u>17.2</u>	<u>17.3</u>	<u>-</u>
Mining	19.7	19.7	-	-
Transportation	15.3	-	15.3	-
Electric Power, Gas and Water Utilities	14.3	14.3	-	-
Retail Trade	9.2	-	9.2	-
Education and Related Services	18.5	19.2	16.2	-
Health and Welfare Services	28.3	35.3	21.2	-
Services to Business Management	14.4	-	14.4	-
Personal Services	14.5	-	14.5	-
Federal Administration	16.4	9.4	19.6	-
Provincial Administration	18.9	18.9	-	-
Local Administration	16.3	16.3	-	-
<u>Construction</u>	<u>14.6</u>	<u>-</u>	<u>14.6</u>	<u>-</u>

1. The per cents are calculated on a compound basis and weighted by employee coverage.
2. Includes collective bargaining settlements covering 200 or more Ontario workers.
3. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

AVERAGE ANNUAL CENTS PER HOUR INCREASES IN BASE WAGE RATES ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS
NEGOTIATED IN ONTARIO IN SECOND QUARTER OF 1975, BY INDUSTRY AND DURATION OF AGREEMENT¹

Industry	All Agreements	One-Year ² Agreements	Two-Year ² Agreements	Three-Year ² Agreements
<u>All Industries</u>	<u>80.8</u>	<u>80.0</u>	<u>84.7</u>	<u>59.8</u>
<u>All Industries (Excluding Construction)</u>	<u>66.4</u>	<u>80.0</u>	<u>58.8</u>	<u>55.7</u>
<u>Manufacturing</u>	<u>62.9</u>	<u>74.6</u>	<u>64.7</u>	<u>29.4</u>
Food and Beverage	70.7	85.0	66.4	-
Rubber	38.0	-	-	38.0
Textile	53.3	55.0	52.1	-
Wood	70.0	70.0	-	-
Furniture and Fixture	43.5	-	43.5	-
Paper and Allied	72.8	-	82.5	50.0
Printing and Publishing	95.8	-	95.8	-
Primary Metals	75.1	100.0	63.0	55.0
Metal Fabricating	55.4	-	66.5	38.3
Machinery	65.1	69.1	58.0	-
Transportation Equipment	13.6	-	-	13.6
Electrical Products	69.0	77.7	47.0	-
Non-Metallic Mineral Products	65.9	-	65.9	-
Chemical and Chemical Products	58.7	-	58.7	-
Miscellaneous Manufacturing	45.0	45.0	-	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>67.8</u>	<u>81.5</u>	<u>56.2</u>	<u>68.0</u>
Mining	76.0	76.0	-	-
Transportation	64.6	-	64.6	-
Electric Power, Gas and Water Utilities	51.9	69.0	51.6	-
Retail Trade	24.0	-	24.0	-
Education and Related Services	56.8	57.7	53.7	-
Health and Welfare Services	101.7	133.1	69.1	-
Services to Business Management	60.0	-	60.0	-
Personal Services	34.3	-	34.3	-
Federal Administration	66.7	38.5	77.3	68.0
Provincial Administration	106.7	106.7	-	-
Local Administration	81.3	82.1	56.5	-
<u>Construction</u>	<u>124.5</u>	<u>-</u>	<u>124.8</u>	<u>112.1*</u>

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

* These three agreements are for a term of four years.

TABLE 3A

AVERAGE ANNUAL CENTS PER HOUR INCREASES IN BASE WAGE RATES ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS WITH COST-OF-LIVING CLAUSE, NEGOTIATED IN ONTARIO IN SECOND QUARTER OF 1975, BY INDUSTRY AND DURATION OF AGREEMENT¹

Industry	All Agreements	One-Year ² Agreements	Two-Year ² Agreements	Three-Year ² Agreements
<u>All Industries</u>	<u>55.5</u>	<u>-</u>	<u>53.7</u>	<u>59.8</u>
<u>All Industries (Excluding Construction)</u>	<u>54.2</u>	<u>-</u>	<u>53.7</u>	<u>55.7</u>
<u>Manufacturing</u>	<u>50.2</u>	<u>-</u>	<u>58.8</u>	<u>29.4</u>
Food and Beverage	-	-	-	-
Rubber	38.0	-	-	38.0
Textile	45.0	-	45.0	-
Wood	-	-	-	-
Furniture and Fixture	43.5	-	43.5	-
Paper and Allied	72.8	-	82.5	50.0
Printing and Publishing	-	-	-	-
Primary Metals	58.6	-	63.0	55.0
Metal Fabricating	55.4	-	66.5	38.3
Machinery	-	-	-	-
Transportation Equipment	13.6	-	-	13.6
Electrical Products	47.0	-	47.0	-
Non-Metallic Mineral Products	63.8	-	63.8	-
Chemical and Chemical Products	58.7	-	58.7	-
Miscellaneous Manufacturing	-	-	-	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>55.9</u>	<u>-</u>	<u>51.6</u>	<u>68.0</u>
Mining	-	-	-	-
Transportation	66.0	-	66.0	-
Electric Power, Gas and Water Utilities	51.6	-	51.6	-
Retail Trade	-	-	-	-
Education and Related Services	-	-	-	-
Health and Welfare Services	-	-	-	-
Services to Business Management	-	-	-	-
Personal Services	34.0	-	34.0	-
Federal Administration	68.0	-	-	68.0
Provincial Administration	-	-	-	-
Local Administration	56.5	-	56.5	-
<u>Construction</u>	<u>112.1</u>	<u>-</u>	<u>-</u>	<u>112.1</u> [*]

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

* These three agreements are for a term of four years.

AVERAGE ANNUAL CENTS PER HOUR INCREASES IN BASE WAGE RATES ESTABLISHED BY COLLECTIVE
BARGAINING SETTLEMENTS WITHOUT COST-OF-LIVING CLAUSE, NEGOTIATED IN ONTARIO
IN SECOND QUARTER OF 1975, BY INDUSTRY AND DURATION OF AGREEMENT¹

Industry	All Agreements	One-Year ² Agreements	Two-Year ² Agreements	Three-Year ² Agreements
<u>All Industries</u>	<u>94.4</u>	<u>80.0</u>	<u>105.9</u>	<u>-</u>
<u>All Industries (Excluding Construction)</u>	<u>76.6</u>	<u>80.0</u>	<u>69.1</u>	<u>-</u>
<u>Manufacturing</u>	<u>74.8</u>	<u>74.6</u>	<u>75.2</u>	<u>-</u>
Food and Beverage	70.7	85.0	66.4	-
Rubber	-	-	-	-
Textile	59.2	55.0	70.5	-
Wood	70.0	70.0	-	-
Furniture and Fixture	-	-	-	-
Paper and Allied	-	-	-	-
Printing and Publishing	95.8	-	95.8	-
Primary Metals	100.0	100.0	-	-
Metal Fabricating	-	-	-	-
Machinery	65.1	69.1	58.0	-
Transportation Equipment	-	-	-	-
Electrical Products	77.7	77.7	-	-
Non-Metallic Mineral Products	87.5	-	87.5	-
Chemical and Chemical Products	-	-	-	-
Miscellaneous Manufacturing	45.0	45.0	-	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>77.3</u>	<u>81.5</u>	<u>66.0</u>	<u>-</u>
Mining	76.0	76.0	-	-
Transportation	64.0	-	64.0	-
Electric Power, Gas and Water Utilities	69.0	69.0	-	-
Retail Trade	24.0	-	24.0	-
Education and Related Services	56.8	57.7	53.7	-
Health and Welfare Services	101.7	133.1	69.1	-
Services to Business Management	60.0	-	60.0	-
Personal Services	35.0	-	35.0	-
Federal Administration	65.0	38.5	77.3	-
Provincial Administration	106.7	106.7	-	-
Local Administration	82.1	82.1	-	-
<u>Construction</u>	<u>124.8</u>	<u>-</u>	<u>124.8</u>	<u>-</u>

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

TABLE 4

AVERAGE ANNUAL PER CENT¹ AND CENTS PER HOUR INCREASES IN BASE RATES ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS IN NON-CONSTRUCTION INDUSTRIES NEGOTIATED IN SECOND QUARTER OF 1975, BY SIZE OF INCREASES²

Per Cent Increases

Per Cent Increases	Agreements	Employees	Per Cent Increases (Cont'd)	Agreements	Employees
2.5 - 2.9	1	1,450	17.0 - 17.4	1	550
7.0 - 7.4	1	935	18.0 - 18.4	3	4,154
8.0 - 8.4	1	300	18.5 - 18.9	4	5,430
8.5 - 8.9	1	13,350	19.0 - 19.4	1	3,000
9.0 - 9.4	2	650	19.5 - 19.9	4	2,218
			20.0 - 20.4	3	792
10.0 - 10.4	1	230	21.0 - 21.4	2	428
10.5 - 10.9	1	275	21.5 - 21.9	1	600
11.0 - 11.4	3	1,436			
11.5 - 11.9	1	368	24.5 - 24.9	2	1,541
12.0 - 12.4	1	277	25.0 - 25.4	1	210
12.5 - 12.9	7	2,041			
13.0 - 13.4	3	2,135	26.0 - 26.4	1	350
13.5 - 13.9	4	1,882			
14.0 - 14.4	6	2,767	27.0 - 27.4	1	462
14.5 - 14.9	10	7,174			
15.0 - 15.4	11	9,511	28.0 - 28.4	1	205
15.5 - 15.9	6	2,795			
16.0 - 16.4	4	1,494	45.5 - 45.9	1	303
16.5 - 16.9	4	1,694			

...../Cont'd.

TABLE 4 (CONT'D)

Cents Per Hour Increases

Cents Per Hour Increases	Agreements	Employees	Cents Per Hour Increases (Cont'd)	Agreements	Employees
13.0 - 13.9	1	1,450	66.0 - 66.9	3	1,152
24.0 - 24.9	1	230	67.0 - 67.9	1	205
28.0 - 28.9	1	200	68.0 - 68.9	3	6,428
30.0 - 30.9	1	300	69.0 - 69.9	2	570
32.0 - 32.9	1	935	70.0 - 70.9	4	1,543
33.0 - 33.9	1	225	71.0 - 71.9	1	277
34.0 - 34.9	1	800	72.0 - 72.9	4	2,390
35.0 - 35.9	1	346	73.0 - 73.9	2	1,252
38.0 - 38.9	3	910	74.0 - 74.9	2	555
40.0 - 40.9	1	420	76.0 - 76.9	1	600
43.0 - 43.9	1	275	77.0 - 77.9	2	3,870
44.0 - 44.9	1	360	78.0 - 78.9	2	445
45.0 - 45.9	3	1,180	80.0 - 80.9	2	3,221
46.0 - 46.9	1	222	82.0 - 82.9	1	500
47.0 - 47.9	1	271	83.0 - 83.9	1	350
49.0 - 49.9	2	13,650	85.0 - 85.9	2	5,230
50.0 - 50.9	3	1,184	87.0 - 87.9	7	470
52.0 - 52.9	1	228	90.0 - 90.9	2	746
54.0 - 54.9	2	490	95.0 - 95.9	1	243
55.0 - 55.9	2	1,200	96.0 - 96.9	2	1,295
56.0 - 56.9	1	368	100.0 - 100.9	1	600
57.0 - 57.9	1	660	101.0 - 101.9	1	685
58.0 - 58.9	1	261	106.0 - 106.9	1	3,800
60.0 - 60.9	4	2,505	130.0 - 130.9	1	462
61.0 - 61.9	1	284	181.0 - 181.9	1	303
63.0 - 63.9	2	839			
64.0 - 64.9	2	1,931			
65.0 - 65.9	3	2,091			

1. Per cents expressed in compound terms.

2. Includes collective bargaining settlements covering 200 or more Ontario workers.

TABLE 4A

AVERAGE ANNUAL PER CENT¹ AND CENTS PER HOUR INCREASES IN BASE RATES
ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS IN CONSTRUCTION²
INDUSTRIES NEGOTIATED IN SECOND QUARTER OF 1975, BY SIZE OF INCREASES²

Per Cent Increases	Agreements	Employees	Cents Per Hour Increases	Agreements	Employees
10.5 - 10.9	1	240	80.0 - 80.9	1	560
11.5 - 11.9	2	760	91.0 - 91.9	2	1,150
12.0 - 12.4	2	500	96.0 - 96.9	1	1,000
12.5 - 12.9	3	3,030	98.0 - 98.9	1	550
13.0 - 13.4	2	1,100	102.0 - 102.9	1	200
13.5 - 13.9	2	1,360	108.0 - 108.9	1	500
14.0 - 14.4	2	4,450	109.0 - 109.9	1	240
14.5 - 14.9	4	4,070	110.0 - 110.9	1	1,800
15.0 - 15.4	5	5,300	112.0 - 112.9	1	250
15.5 - 15.9	1	300	113.0 - 113.9	1	480
16.0 - 16.4	1	220	115.0 - 115.9	1	210
16.5 - 16.9	2	700	120.0 - 120.9	1	750
17.5 - 17.9	2	600	121.0 - 121.9	1	3,000
18.5 - 18.9	1	750	127.0 - 127.9	1	800
			129.0 - 129.9	1	450
			130.0 - 130.9	1	350
			132.0 - 132.9	1	420
			133.0 - 133.9	1	800
			136.0 - 136.9	3	6,300
			137.0 - 137.9	1	500
			140.0 - 140.9	1	220
			143.0 - 143.9	1	300
			145.0 - 145.9	2	950
			147.0 - 147.9	2	600
			152.0 - 152.9	1	1,000

1. Per cents expressed in compound terms.

2. Includes collective bargaining settlements covering 200 or more Ontario workers.



Ontario

Ministry of
Labour



WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, THIRD QUARTER 1975

Prepared by

Research Branch

Ontario Ministry of Labour

November 1975

Hon. Bette Stephenson, M.D.
Minister

Mr. R.D. Johnston
Deputy Minister

CONTENTS

The attached tables describe changes in base wages established by collective bargaining agreements, covering 200 or more Ontario workers, negotiated in the third quarter of 1975. The data are drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. These tables present preliminary data and may be subject to change as further settlements relating to this period become available.

It should be noted that base rates are used in the calculations presented in the tables and may not be representative of the average increase for the entire bargaining unit. Table 1 indicates the number of Ontario workers affected by settlements by industry and these figures are used in the calculations of weighted averages in Tables 2 and 3. These employee coverage estimates are obtained in connection with settlement reporting and are only approximations. Accurate estimates of employee coverage are particularly difficult to obtain in construction due to the nature of employment relationships. The data in Table 2 indicate average annual per cent wage increases by industry expressed on a compound basis.

Because of the increasing occurrence of cost-of-living provisions in recent settlements six additional tables have been included to provide separate information for those settlements with cost-of-living provisions and those which do not have such provisions.

Further information regarding these tables can be obtained by contacting the Research Branch, Ontario Ministry of Labour (965-6101).

Toronto
November 1, 1975

Industry	All Agreements		One-Year ² Agreements		Two-Year ² Agreements		Three-Year ² Agreements	
	Employees	Agreements	Employees	Agreements	Employees	Agreements	Employees	Agreements
All Industries	109,526	211	32,675	119	32,448	64	44,403	28
All Industries (Excluding Construction)	88,716	186	32,675	119	14,338	41	41,703	26
Manufacturing	37,971	56	1,109	3	10,999	31	25,863	22
Food and Beverage	1,787	2	-	-	1,425	11	362	1
Rubber	500	1	-	-	-	-	500	1
Textile	1,750	5	-	-	1,180	3	570	2
Clothing	3,485	4	-	-	1,985	3	1,500	1
Paper and Allied	1,504	4	809	2	695	2	-	-
Primary Metals	19,748	6	-	-	-	-	19,748	6
Metal Fabricating	3,039	11	300	1	746	3	1,993	7
Machinery	1,178	3	-	-	928	2	250	1
Transportation Equipment	2,040	5	-	-	1,100	2	940	3
Electrical Products	1,850	3	-	-	1,850	3	-	-
Non-Metallic Mineral Products	1,090	2	-	-	1,090	2	-	-
Non-Manufacturing (Excluding Construction)	50,745	130	31,566	116	3,339	10	15,840	4
Mining	15,840	4	-	-	-	-	15,840	4
Communication	300	1	300	1	-	-	-	-
Electric Power, Gas and Water Utilities	545	2	-	-	545	2	-	-
Retail Trade	755	2	-	-	755	2	-	-
Education and Related Services	7,224	6	5,984	3	1,240	3	-	-
Health and Welfare Services	15,320	105	15,320	105	-	-	-	-
Services to Business Management	540	2	-	-	540	2	-	-
Federal Administration	8,421	6	8,162	5	259	1	-	-
Local Administration	1,800	2	1,800	2	-	-	-	-
Construction	20,810	25	-	-	18,110	23	2,700*	2

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

* Includes one 4-year agreement with 700 employees.

TABLE 1A

EMPLOYEES AFFECTED BY COLLECTIVE BARGAINING SETTLEMENTS WITH COST-OF-LIVING CLAUSE,¹
NEGOTIATED IN ONTARIO IN THIRD QUARTER OF 1975, BY INDUSTRY AND DURATION OF AGREEMENT

Industry	All Agreements		One-Year ² Agreements		Two-Year ² Agreements		Three-Year ² Agreements	
	Employees	Agreements	Employees	Agreements	Employees	Agreements	Employees	Agreements
<u>All Industries</u>	<u>49,398</u>	<u>53</u>	<u>544</u>	<u>2</u>	<u>8,651</u>	<u>26</u>	<u>40,203</u>	<u>25</u>
<u>All Industries (Excluding Construction)</u>	<u>49,398</u>	<u>53</u>	<u>544</u>	<u>2</u>	<u>8,651</u>	<u>26</u>	<u>40,203</u>	<u>25</u>
<u>Manufacturing</u>	<u>31,739</u>	<u>43</u>	-	-	<u>7,376</u>	<u>22</u>	<u>24,363</u>	<u>21</u>
Food and Beverage	1,292	10	-	-	930	9	362	1
Rubber	500	1	-	-	-	-	500	1
Textile	1,507	4	-	-	937	2	570	2
Clothing	-	-	-	-	-	-	-	-
Paper and Allied	695	2	-	-	695	2	-	-
Primary Metals	19,748	6	-	-	-	-	19,748	6
Metal Fabricating	2,439	9	-	-	446	2	1,993	7
Machinery	1,178	3	-	-	928	2	250	1
Transportation Equipment	1,690	4	-	-	750	1	940	3
Electrical Products	1,850	3	-	-	1,850	3	-	-
Non-Metallic Mineral Products	840	1	-	-	840	1	-	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>17,659</u>	<u>10</u>	<u>544</u>	<u>2</u>	<u>1,275</u>	<u>4</u>	<u>15,840</u>	<u>4</u>
Mining	15,840	4	-	-	-	-	15,840	4
Communication	-	-	-	-	-	-	-	-
Electric Power, Gas and Water Utilities	330	1	-	-	330	1	-	-
Retail Trade	405	1	-	-	405	1	-	-
Education and Related Services	794	3	544	2	250	1	-	-
Health and Welfare Services	-	-	-	-	-	-	-	-
Services to Business Management	290	1	-	-	290	1	-	-
Federal Administration	-	-	-	-	-	-	-	-
Local Administration	-	-	-	-	-	-	-	-
<u>Construction</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

Industry	All Agreements		One-Year ² Agreements		Two-Year ² Agreements		Three-Year ² Agreements	
	Employees	Agreements	Employees	Agreements	Employees	Agreements	Employees	Agreements
<u>All Industries</u>	<u>60,128</u>	<u>158</u>	<u>32,131</u>	<u>117</u>	<u>23,797</u>	<u>38</u>	<u>4,200</u>	<u>3</u>
<u>All Industries (Excluding Construction)</u>	<u>39,318</u>	<u>133</u>	<u>32,131</u>	<u>117</u>	<u>5,687</u>	<u>15</u>	<u>1,500</u>	<u>1</u>
<u>Manufacturing</u>	<u>6,232</u>	<u>13</u>	<u>1,109</u>	<u>3</u>	<u>3,623</u>	<u>9</u>	<u>1,500</u>	<u>1</u>
Food and Beverage	495	2	-	-	495	2	-	-
Rubber	-	-	-	-	-	-	-	-
Textile	243	1	-	-	243	1	-	-
Clothing	3,485	4	-	-	1,985	3	1,500	1
Paper and Allied	809	2	809	2	-	-	-	-
Primary Metals	-	-	-	-	-	-	-	-
Metal Fabricating	600	2	300	1	300	1	-	-
Machinery	-	-	-	-	-	-	-	-
Transportation Equipment	350	1	-	-	350	1	-	-
Electrical Products	-	-	-	-	-	-	-	-
Non-Metallic Mineral Products	250	1	-	-	250	1	-	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>33,086</u>	<u>120</u>	<u>31,022</u>	<u>114</u>	<u>2,064</u>	<u>6</u>	<u>-</u>	<u>-</u>
Mining	-	-	-	-	-	-	-	-
Communication	300	1	300	1	-	-	-	-
Electric Power, Gas and Water Utilities	215	1	-	-	215	1	-	-
Retail Trade	350	1	-	-	350	1	-	-
Education and Related Services	6,430	3	5,440	1	990	2	-	-
Health and Welfare Services	15,320	105	15,320	105	-	-	-	-
Services to Business Management	250	1	-	-	250	1	-	-
Federal Administration	8,421	6	8,162	5	259	1	-	-
Local Administration	1,800	2	1,800	2	-	-	-	-
<u>Construction</u>	<u>20,810</u>	<u>25</u>	<u>-</u>	<u>-</u>	<u>18,110</u>	<u>23</u>	<u>2,700</u>	<u>2</u>

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year are those with a term of 30 months or more.

* Includes one 4-year settlement with 700 employees.

TABLE 2

AVERAGE ANNUAL PER CENT¹ INCREASES IN BASE WAGE RATES ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS NEGOTIATED IN ONTARIO IN THIRD QUARTER OF 1975, BY INDUSTRY AND DURATION OF AGREEMENT

Industry	All Agreements	One-Year ³ Agreements	Two-Year ³ Agreements	Three-Year ³ Agreements
<u>All Industries</u>	<u>12.9</u>	<u>14.5</u>	<u>15.9</u>	<u>9.6</u>
<u>All Industries (Excluding Construction)</u>	<u>12.2</u>	<u>14.5</u>	<u>15.3</u>	<u>9.4</u>
<u>Manufacturing</u>	<u>11.2</u>	<u>15.9</u>	<u>15.5</u>	<u>9.1</u>
Food and Beverage	16.6	-	17.9	11.4
Rubber	10.9	-	-	10.9
Textile	12.3	-	13.7	9.4
Clothing	13.2	-	15.7	9.9
Paper and Allied	14.5	15.9	13.0	-
Primary Metals	9.1	-	-	9.1
Metal Fabricating	10.8	15.9	12.9	9.2
Machinery	10.5	-	11.5	6.8
Transportation Equipment	11.4	-	15.0	7.1
Electrical Products	18.3	-	18.3	-
Non-Metallic Mineral Products	16.8	-	16.8	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>13.0</u>	<u>14.5</u>	<u>14.7</u>	<u>9.9</u>
Mining	9.9	-	-	9.9
Communication	23.5	23.5	-	-
Electric Power, Gas and Water Utilities	12.9	-	12.9	-
Retail Trade	21.8	-	21.8	-
Education and Related Services	15.3	16.0	12.2	-
Health and Welfare Services	14.2	14.2	-	-
Services to Business Management	12.3	-	12.3	-
Federal Administration	12.8	12.7	14.7	-
Local Administration	18.1	18.1	-	-
<u>Construction</u>	<u>15.8</u>	<u>-</u>	<u>16.3</u>	<u>12.9</u> [*]

1. The per cents are calculated on a compound basis and weighted by employee coverage.

2. Includes collective bargaining settlements covering 200 or more Ontario workers.

3. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

* Includes one 4-year agreement with 700 employees.

Industry	All Agreements	One-Year ³ Agreements	Two-Year ³ Agreements	Three-Year ³ Agreements
<u>All Industries</u>	<u>10.6</u>	<u>28.8</u>	<u>14.9</u>	<u>9.4</u>
<u>All Industries (Excluding Construction)</u>	<u>10.6</u>	<u>28.8</u>	<u>14.9</u>	<u>9.4</u>
<u>Manufacturing</u>	<u>10.5</u>	-	<u>15.2</u>	<u>9.1</u>
Food and Beverage	15.1	-	16.6	11.4
Rubber	10.9	-	-	10.9
Textile	11.7	-	13.1	9.4
Clothing	-	-	-	-
Paper and Allied	13.0	-	13.0	-
Primary Metals	9.1	-	-	9.1
Metal Fabricating	9.9	-	13.1	9.2
Machinery	10.5	-	11.5	6.8
Transportation Equipment	10.1	-	13.8	7.1
Electrical Products	18.3	-	18.3	-
Non-Metallic Mineral Products	17.6	-	17.6	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>10.7</u>	<u>28.8</u>	<u>12.9</u>	<u>9.9</u>
Mining	9.9	-	-	9.9
Communication	-	-	-	-
Electric Power, Gas and Water Utilities	9.5	-	9.5	-
Retail Trade	14.9	-	14.9	-
Education and Related Services	25.1	28.8	17.2	-
Health and Welfare Services	-	-	-	-
Services to Business Management	10.4	-	10.4	-
Federal Administration	-	-	-	-
Local Administration	-	-	-	-
<u>Construction</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

1. The per cents are calculated on a compound basis and weighted by employee coverage.

2. Includes collective bargaining settlements covering 200 or more Ontario workers.

3. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

TABLE 2B

AVERAGE ANNUAL PER CENT¹ INCREASES IN BASE WAGE RATES ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS WITHOUT COST-OF-LIVING CLAUSE, NEGOTIATED IN ONTARIO IN THIRD QUARTER OF 1975, BY INDUSTRY AND DURATION OF AGREEMENT²

Industry	All Agreements	One-Year ³ Agreements	Two-Year ³ Agreements	Three-Year ³ Agreements
<u>All Industries</u>	<u>14.9</u>	<u>14.3</u>	<u>16.2</u>	<u>11.8</u>
<u>All Industries (Excluding Construction)</u>	<u>14.4</u>	<u>14.3</u>	<u>16.0</u>	<u>9.9</u>
<u>Manufacturing</u>	<u>14.6</u>	<u>15.9</u>	<u>16.2</u>	<u>9.9</u>
Food and Beverage	20.4	-	20.4	-
Rubber	-	-	-	-
Textile	15.9	-	15.9	-
Clothing	13.2	-	15.7	9.9
Paper and Allied	15.9	15.9	-	-
Primary Metals	-	-	-	-
Metal Fabricating	14.2	15.9	12.5	-
Machinery	-	-	-	-
Transportation Equipment	17.7	-	17.7	-
Electrical Products	-	-	-	-
Non-Metallic Mineral Products	14.3	-	14.3	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>14.3</u>	<u>14.2</u>	<u>15.8</u>	<u>-</u>
Mining	-	-	-	-
Communication	23.5	23.5	-	-
Electric Power, Gas and Water Utilities	18.0	-	18.0	-
Retail Trade	29.7	-	29.7	-
Education and Related Services	14.1	14.7	10.9	-
Health and Welfare Services	14.2	14.2	-	-
Services to Business Management	14.6	-	14.6	-
Federal Administration	12.8	12.7	14.7	-
Local Administration	18.1	18.1	-	-
<u>Construction</u>	<u>15.8</u>	<u>-</u>	<u>16.3</u>	<u>12.9*</u>

1. The per cents are calculated on a compound basis and weighted by employee coverage.

2. Includes collective bargaining settlements covering 200 or more Ontario workers.

3. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

* Includes one 4-year agreement with 700 employees.

AVERAGE ANNUAL CENTS PER HOUR INCREASES IN BASE WAGE RATES ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS
NEGOTIATED IN ONTARIO IN THIRD QUARTER OF 1975, BY INDUSTRY AND DURATION OF AGREEMENT¹

Industry	All Agreements	One-Year ² Agreements	Two-Year ² Agreements	Three-Year ² Agreements
<u>All Industries</u>	<u>70.6</u>	<u>72.3</u>	<u>98.0</u>	<u>49.3</u>
<u>All Industries (Excluding Construction)</u>	<u>56.8</u>	<u>72.3</u>	<u>56.7</u>	<u>44.7</u>
<u>Manufacturing</u>	<u>47.2</u>	<u>63.6</u>	<u>58.0</u>	<u>42.0</u>
Food and Beverage	70.9	-	77.5	45.0
Rubber	48.7	-	-	48.7
Textile	38.4	-	-	30.8
Clothing	32.6	-	42.1	26.3
Paper and Allied	60.3	-	37.3	-
Primary Metals	63.4	63.4	56.6	-
Metal Fabricating	43.6	-	-	43.6
Machinery	46.7	64.0	48.7	43.3
Transportation Equipment	42.3	-	46.1	28.3
Electrical Products	54.4	-	71.7	34.2
Non-Metallic Mineral Products	70.2	-	70.2	-
	70.3	-	70.3	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>63.9</u>	<u>72.6</u>	<u>52.3</u>	<u>49.1</u>
Mining	49.1	-	-	49.1
Communication	54.4	54.4	-	-
Electric Power, Gas and Water Utilities	58.0	-	58.0	-
Retail Trade	79.5	-	79.5	-
Education and Related Services	71.5	78.1	40.0	-
Health and Welfare Services	80.3	80.3	-	-
Services to Business Management	35.5	-	35.5	-
Federal Administration	53.0	52.9	55.2	-
Local Administration	81.8	81.8	-	-
<u>Construction</u>	<u>129.3</u>	<u>-</u>	<u>130.6</u>	<u>120.5*</u>

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

* Includes one 4-year agreement with 700 employees.

TABLE 3A

AVERAGE ANNUAL CENTS PER HOUR INCREASES IN BASE WAGE RATES ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS WITH COST-OF-LIVING CLAUSE, NEGOTIATED IN ONTARIO, IN THIRD QUARTER OF 1975, BY INDUSTRY AND DURATION OF AGREEMENT¹

Industry	All Agreements	One-Year ² Agreements	Two-Year ² Agreements	Three-Year ² Agreements
<u>All Industries</u>	<u>48.4</u>	<u>78.9</u>	<u>60.5</u>	<u>45.4</u>
<u>All Industries (Excluding Construction)</u>	<u>48.4</u>	<u>78.9</u>	<u>60.5</u>	<u>45.4</u>
<u>Manufacturing</u>	<u>47.3</u>	-	<u>61.9</u>	<u>42.9</u>
Food and Beverage	68.3	-	77.3	45.0
Rubber	48.7	-	-	48.7
Textile	35.4	-	38.3	30.8
Clothing	-	-	-	-
Paper and Allied	56.6	-	56.6	-
Primary Metals	43.6	-	-	43.6
Metal Fabricating	44.1	-	47.5	43.3
Machinery	42.3	-	46.1	28.3
Transportation Equipment	51.2	-	72.5	34.2
Electrical Products	70.2	-	70.2	-
Non-Metallic Mineral Products	72.5	-	72.5	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>50.3</u>	<u>78.9</u>	<u>52.7</u>	<u>49.1</u>
Mining	49.1	-	-	49.1
Communication	-	-	-	-
Electric Power, Gas and Water Utilities	51.5	-	51.5	-
Retail Trade	75.0	-	75.0	-
Education and Related Services	69.4	78.9	48.5	-
Health and Welfare Services	-	-	-	-
Services to Business Management	26.5	-	26.5	-
Federal Administration	-	-	-	-
Local Administration	-	-	-	-
<u>Construction</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. Includes settlements with a term of less than 18 months. Two-year agreements are those with

Industry	All Agreements	One-Year ² Agreements	Two-Year ² Agreements	Three-Year ² Agreements
<u>All Industries</u>	<u>88.8</u>	<u>72.2</u>	<u>111.5</u>	<u>86.9</u>
<u>All Industries (Excluding Construction)</u>	<u>67.4</u>	<u>72.2</u>	<u>50.9</u>	<u>26.3</u>
<u>Manufacturing</u>	<u>46.8</u>	<u>63.6</u>	<u>50.2</u>	<u>26.3</u>
Food and Beverage	77.9	-	77.9	-
Rubber	-	-	-	-
Textile	57.0	-	57.0	-
Clothing	32.6	-	37.3	26.3
Paper and Allied	63.4	63.4	-	-
Primary Metals	-	-	-	-
Metal Fabricating	57.3	64.0	50.5	-
Machinery	-	-	-	-
Transportation Equipment	70.0	-	70.0	-
Electrical Products	-	-	-	-
Non-Metallic Mineral Products	63.0	-	63.0	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>71.2</u>	<u>72.5</u>	<u>52.1</u>	<u>-</u>
Mining	-	-	-	-
Communication	54.4	54.4	-	-
Electric Power, Gas and Water Utilities	68.0	-	68.0	-
Retail Trade	84.6	-	84.6	-
Education and Related Services	71.8	78.0	37.8	-
Health and Welfare Services	80.3	80.3	-	-
Services to Business Management	46.0	-	46.0	-
Federal Administration	53.0	52.9	55.2	-
Local Administration	81.8	81.8	-	-
<u>Construction</u>	<u>129.3</u>	<u>-</u>	<u>130.6</u>	<u>120.5*</u>

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

* Includes one 4-year agreement with 700 employees.

TABLE 4

AVERAGE ANNUAL PER CENT¹ AND CENTS PER HOUR INCREASES IN BASE RATES ESTABLISHED
BY COLLECTIVE BARGAINING SETTLEMENTS IN NON-CONSTRUCTION INDUSTRIES NEGOTIATED
IN THIRD QUARTER OF 1975, BY SIZE OF INCREASES²

Per Cent Increases

Per Cent Increases	Agreements	Employees	Per Cent Increases (Cont'd)	Agreements	Employees
5.5 - 5.9	2	550	14.0 - 14.4	106	15,750
6.5 - 6.9	2	570	14.5 - 14.9	4	6,354
7.0 - 7.4	2	1,073	15.0 - 15.4	1	451
8.0 - 8.4	1	203	15.5 - 15.9	3	1,478
8.5 - 8.9	1	690	16.0 - 16.4	9	1,000
9.0 - 9.4	10	20,063	17.0 - 17.4	3	838
9.5 - 9.9	7	18,820	17.5 - 17.9	5	2,980
10.0 - 10.4	1	290	18.0 - 18.4	3	1,039
10.5 - 10.9	2	1,398	21.5 - 21.9	2	1,600
11.0 - 11.4	2	1,087	23.0 - 23.4	1	225
12.0 - 12.4	3	1,887	23.5 - 23.9	1	300
12.5 - 12.9	4	1,110	29.5 - 29.9	1	350
13.0 - 13.4	4	1,535	36.0 - 36.4	1	320
13.5 - 13.9	5	6,755			

TABLE 4 (CONT'D)

Cents Per Hour Increases

Cents Per Hour Increases	Agreements	Employees	Cents Per Hour Increases (Cont'd)	Agreements	Employees
22.0 - 22.9	1	690			
23.0 - 23.9	1	320	59.0 - 59.9	1	451
			60.0 - 60.9	2	675
25.0 - 25.9	1	550			
26.0 - 26.9	4	2,340	62.0 - 62.9	1	1,387
27.0 - 27.9	1	648	63.0 - 63.9	1	250
28.0 - 28.9	1	250	64.0 - 64.9	1	300
			65.0 - 65.9	2	840
33.0 - 33.9	1	215			
			68.0 - 68.9	3	2,313
35.0 - 35.9	2	1,322	69.0 - 69.9	2	582
			70.0 - 70.9	2	620
40.0 - 40.9	3	1,225			
			72.0 - 72.9	2	1,590
43.0 - 43.9	10	14,513	73.0 - 73.9	1	300
44.0 - 44.9	2	6,800			
45.0 - 45.9	3	791	75.0 - 75.9	1	405
46.0 - 46.9	1	250			
			78.0 - 78.9	1	5,440
48.0 - 48.9	4	16,450			
			80.0 - 80.9	105	16,100
50.0 - 50.9	3	770			
51.0 - 51.9	3	5,559	83.0 - 83.9	8	700
52.0 - 52.9	1	250	84.0 - 84.9	1	350
			85.0 - 85.9	1	320
54.0 - 54.9	2	800			
55.0 - 55.9	2	579	87.0 - 87.9	1	225
57.0 - 57.9	3	946	109.0 - 109.9	1	600

1. Per cents expressed in compound terms.

2. Includes collective bargaining settlements covering 200 or more Ontario workers.

Research Branch
Ontario Ministry of Labour

TABLE 4A

AVERAGE ANNUAL PER CENT¹ AND CENTS PER HOUR INCREASES IN BASE RATES
ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS IN CONSTRUCTION²
INDUSTRIES NEGOTIATED IN THIRD QUARTER OF 1975, BY SIZE OF INCREASES²

Per Cent Increases	Agreements	Employees	Cents Per Hour Increases	Agreements	Employees
11.5 - 11.9	1	700	95.0 - 95.9	1	600
13.0 - 13.4	1	2,000	101.0 - 101.9	1	500
14.0 - 14.4	2	600	107.0 - 107.9	1	400
			108.0 - 108.9	1	300
15.0 - 15.4	4	6,500			
15.5 - 15.9	3	1,500	116.0 - 116.9	2	940
16.0 - 16.4	2	700	117.0 - 117.9	1	4,000
16.5 - 16.9	6	6,400			
			122.0 - 122.9	1	2,000
17.5 - 17.9	2	840			
			129.0 - 129.9	2	1,400
18.5 - 18.9	2	670			
19.0 - 19.4	1	300	131.0 - 131.9	1	350
20.5 - 20.9	1	600	133.0 - 133.9	2	700
			137.0 - 137.9	2	800
			138.0 - 138.9	1	1,000
			139.0 - 139.9	4	5,400
			142.0 - 142.9	1	350
			145.0 - 145.9	1	500
			152.0 - 152.9	2	870
			154.0 - 154.9	1	700

1. Per cents expressed in compound terms.

2. Includes collective bargaining settlements covering 200 or more Ontario Workers.

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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS

IN ONTARIO, FOURTH QUARTER 1975

Prepared by

Research Branch

Ontario Ministry of Labour

February 1976

Hon. Bette Stephenson, M.D.
Minister

T. E. Armstrong, Q.C.
Deputy Minister

CONTENTS

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the fourth quarter of 1975. The data are drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. These tables present preliminary data and may be subject to change as further settlements relating to this period become available. In addition, it should be noted that in some cases negotiated settlements may be subject to revision as a result of rulings by the Anti-Inflation Board.

Base wage rates are used in the calculations presented in the tables; they are not necessarily representative of the average increase for the entire bargaining unit. Table 1 shows the number of Ontario workers affected by settlements by industry, and these figures are used in the calculations of weighted averages in Tables 2 and 3. The data in Table 2 show average annual per cent wage increases by industry, expressed on a compound basis.

Separate information is provided in Tables 1A, 2A and 3A for those settlements with cost-of-living provisions and in Tables 1B, 2B and 3B for those without such provisions. No attempt is made to estimate additional wage increases which may result from the operation of the cost-of-living clauses, as these will depend on future increases in the Consumer Price Index.

For further information on the tables, please call Roberta McGill, Research Branch, Ontario Ministry of Labour (965-6101).

Toronto
February 1, 1976

Industry	All Agreements		One-Year ² Agreements		Two-Year ² Agreements		Three-Year ² Agreements	
	Employees	Agreements	Employees	Agreements	Employees	Agreements	Employees	Agreements
<u>All Industries</u>	<u>48,467</u>	<u>72</u>	<u>13,202</u>	<u>23</u>	<u>19,027</u>	<u>35</u>	<u>16,238</u>	<u>14</u>
<u>All Industries (Excluding Construction)</u>	<u>47,667</u>	<u>70</u>	<u>13,202</u>	<u>23</u>	<u>18,427</u>	<u>34</u>	<u>16,038</u>	<u>13</u>
<u>Manufacturing</u>	<u>20,082</u>	<u>44</u>	<u>6,183</u>	<u>13</u>	<u>10,170</u>	<u>26</u>	<u>3,729</u>	<u>5</u>
Food and Beverage	250	1	-	-	250	1	-	-
Rubber	215	1	215	1	-	-	-	-
Leather	220	1	-	-	220	1	-	-
Textile	750	2	250	1	500	1	-	-
Knitting Mills	500	3	-	-	500	3	-	-
Clothing	3,350	2	3,000	1	350	1	-	-
Wood	350	1	-	-	350	1	-	-
Paper and Allied	350	1	-	-	350	1	-	-
Printing and Publishing	385	3	385	3	-	-	-	-
Primary Metals	2,145	5	235	1	410	2	1,500	2
Metal Fabricating	1,145	4	645	2	500	2	-	-
Machinery	750	2	500	1	250	1	-	-
Transportation Equipment	3,498	4	228	1	1,300	1	1,970	2
Electrical Products	3,684	6	-	-	3,425	5	259	1
Non-Metallic Mineral Products	595	2	-	-	595	2	-	-
Chemical and Chemical Products	780	2	500	1	280	1	-	-
Miscellaneous Manufacturing	1,115	4	225	1	890	3	-	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>27,585</u>	<u>26</u>	<u>7,019</u>	<u>10</u>	<u>8,257</u>	<u>8</u>	<u>12,309</u>	<u>8</u>
Mining	4,246	5	-	-	-	-	4,246	5
Transportation	1,730	3	214	1	1,516	2	-	-
Electric Power, Gas and Water Utilities	690	1	-	-	690	1	-	-
Retail Trade	860	4	-	-	580	2	280	2
Education and Related Services	5,558	4	1,040	2	4,518	2	-	-
Federal Administration	13,956	8	5,220	6	953	1	7,783	1
Local Administration	545	1	545	1	-	-	-	-
<u>Construction</u>	<u>800</u>	<u>2</u>	<u>-</u>	<u>-</u>	<u>600</u>	<u>1</u>	<u>200</u>	<u>1</u>

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months.

Three-year agreements are those with a term of 18 to 29 months.

Research Branch
Ontario Ministry of Labour

TABLE 1A

EMPLOYEES AFFECTED BY COLLECTIVE BARGAINING SETTLEMENTS WITH COST-OF-LIVING CLAUSE¹
NEGOTIATED IN ONTARIO IN FOURTH QUARTER OF 1975, BY INDUSTRY AND DURATION OF AGREEMENT¹

Industry	All Agreements		One-Year ² Agreements		Two-Year ² Agreements		Three-Year ² Agreements	
	Employees	Agreements	Employees	Agreements	Employees	Agreements	Employees	Agreements
<u>All Industries</u>	<u>27,135</u>	<u>29</u>	<u>228</u>	<u>1</u>	<u>11,149</u>	<u>17</u>	<u>15,758</u>	<u>11</u>
<u>All Industries (Excluding Construction)</u>	<u>27,135</u>	<u>29</u>	<u>228</u>	<u>1</u>	<u>11,149</u>	<u>17</u>	<u>15,758</u>	<u>11</u>
<u>Manufacturing</u>	<u>10,272</u>	<u>20</u>	<u>228</u>	<u>1</u>	<u>6,315</u>	<u>14</u>	<u>3,729</u>	<u>5</u>
Food and Beverage	-	-	-	-	-	-	-	-
Rubber	-	-	-	-	-	-	-	-
Leather	220	1	-	-	220	1	-	-
Textile	500	1	-	-	500	1	-	-
Knitting Mills	-	-	-	-	-	-	-	-
Clothing	-	-	-	-	-	-	-	-
Wood	-	-	-	-	-	-	-	-
Paper and Allied	-	-	-	-	-	-	-	-
Printing and Publishing	-	-	-	-	-	-	-	-
Primary Metals	1,710	3	-	-	210	1	1,500	2
Metal Fabricating	300	1	-	-	300	1	-	-
Machinery	-	-	-	-	-	-	-	-
Transportation Equipment	3,498	4	228	1	1,300	1	1,970	2
Electrical Products	2,484	5	-	-	2,225	4	259	1
Non-Metallic Mineral Products	595	2	-	-	595	2	-	-
Chemical and Chemical Products	280	1	-	-	280	1	-	-
Miscellaneous Manufacturing	685	2	-	-	685	2	-	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>16,863</u>	<u>9</u>	<u>-</u>	<u>-</u>	<u>4,834</u>	<u>3</u>	<u>12,029</u>	<u>6</u>
Mining	4,246	5	-	-	-	-	4,246	5
Transportation	316	1	-	-	316	1	-	-
Electric Power, Gas and Water Utilities	-	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-	-
Education and Related Services	4,518	2	-	-	4,518	2	-	-
Federal Administration	7,783	1	-	-	-	-	7,783	1
Local Administration	-	-	-	-	-	-	-	-
<u>Construction</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months.

Three-year agreements are those with a term of 30 months or more.

Industry	All Agreements		One-Year ² Agreements		Two-Year ² Agreements		Three-Year ² Agreements	
	Employees	Agreements	Employees	Agreements	Employees	Agreements	Employees	Agreements
<u>All Industries</u>	<u>21,332</u>	<u>43</u>	<u>12,974</u>	<u>22</u>	<u>7,878</u>	<u>18</u>	<u>480</u>	<u>3</u>
<u>All Industries (Excluding Construction)</u>	<u>20,532</u>	<u>41</u>	<u>12,974</u>	<u>22</u>	<u>7,278</u>	<u>17</u>	<u>280</u>	<u>2</u>
<u>Manufacturing</u>	<u>9,810</u>	<u>24</u>	<u>5,955</u>	<u>12</u>	<u>3,855</u>	<u>12</u>	-	-
Food and Beverage	250	1	-	-	250	1	-	-
Rubber	215	1	215	1	-	-	-	-
Leather	-	-	-	-	-	-	-	-
Textile	250	1	250	1	-	-	-	-
Knitting Mills	500	3	-	-	500	3	-	-
Clothing	3,350	2	3,000	1	350	1	-	-
Wood	350	1	-	-	350	1	-	-
Paper and Allied	350	1	-	-	350	1	-	-
Printing and Publishing	385	3	385	3	-	-	-	-
Primary Metals	435	2	235	1	200	1	-	-
Metal Fabricating	845	3	645	2	200	1	-	-
Machinery	750	2	500	1	250	1	-	-
Transportation Equipment	-	-	-	-	-	-	-	-
Electrical Products	1,200	1	-	-	1,200	1	-	-
Non-Metallic Mineral Products	-	-	-	-	-	-	-	-
Chemical and Chemical Products	500	1	500	1	-	-	-	-
Miscellaneous Manufacturing	430	2	225	1	205	1	-	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>10,722</u>	<u>17</u>	<u>7,019</u>	<u>10</u>	<u>3,423</u>	<u>5</u>	<u>280</u>	<u>2</u>
Mining	-	-	-	-	-	-	-	-
Transportation	1,414	2	214	1	1,200	1	-	-
Electric Power, Gas and Water Utilities	690	1	-	-	690	1	-	-
Retail Trade	860	4	-	-	580	2	280	2
Education and Related Services	1,040	2	1,040	2	-	-	-	-
Federal Administration	6,173	7	5,220	6	953	1	-	-
Local Administration	545	1	545	1	-	-	-	-
<u>Construction</u>	<u>800</u>	<u>2</u>	<u>-</u>	<u>-</u>	<u>600</u>	<u>1</u>	<u>200</u>	<u>1</u>

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months.

Three-year agreements are those with a term of 30 months or more.

TABLE 2

AVERAGE ANNUAL PER CENT¹ INCREASES IN BASE WAGE RATES ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS
NEGOTIATED IN ONTARIO IN FOURTH QUARTER OF 1975, BY INDUSTRY AND DURATION OF AGREEMENT²

Industry	All Agreements	One-Year ³ Agreements	Two-Year ³ Agreements	Three-Year ³ Agreements
<u>All Industries</u>	<u>13.5</u>	<u>13.1</u>	<u>14.7</u>	<u>12.6</u>
<u>All Industries (Excluding Construction)</u>	<u>13.5</u>	<u>13.1</u>	<u>14.6</u>	<u>12.6</u>
<u>Manufacturing</u>	<u>11.9</u>	<u>15.3</u>	<u>13.1</u>	<u>6.4</u>
Food and Beverage	16.6	-	16.6	-
Rubber	11.5	11.5	-	-
Leather	6.5	-	6.5	-
Textile	13.1	11.8	13.8	-
Knitting Mills	14.8	-	14.8	-
Clothing	14.7	14.8	13.4	-
Wood	11.7	-	11.7	-
Paper and Allied	12.3	-	12.3	-
Printing and Publishing	15.4	15.4	-	-
Primary Metals	10.0	14.0	11.9	8.9
Metal Fabricating	13.9	14.0	13.7	-
Machinery	11.7	9.0	17.1	-
Transportation Equipment	7.4	5.3	11.9	4.7
Electrical Products	13.2	-	13.9	5.2
Non-Metallic Mineral Products	13.7	-	13.7	-
Chemical and Chemical Products	10.6	10.0	11.6	-
Miscellaneous Manufacturing	12.3	16.6	11.2	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>14.6</u>	<u>12.9</u>	<u>16.4</u>	<u>14.4</u>
Mining	9.8	-	-	9.8
Transportation	15.3	18.2	14.9	-
Electric Power, Gas and Water Utilities	10.8	-	10.8	-
Retail Trade	14.6	-	11.4	21.1
Education and Related Services	18.5	17.4	18.8	-
Federal Administration	14.5	11.4	14.1	16.7
Local Administration	16.8	16.8	-	-
<u>Construction</u>	<u>16.5</u>	<u>-</u>	<u>18.3</u>	<u>11.0</u>

1. The per cents are calculated on a compound basis and weighted by employee coverage.
2. Includes collective bargaining settlements covering 200 or more Ontario workers.
3. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

Industry	All Agreements	One-Year ³ Agreements	Two-Year ³ Agreements	Three-Year ³ Agreements
<u>All Industries</u>	<u>13.5</u>	<u>5.3</u>	<u>15.3</u>	<u>12.4</u>
<u>All Industries (Excluding Construction)</u>	<u>13.5</u>	<u>5.3</u>	<u>15.3</u>	<u>12.4</u>
<u>Manufacturing</u>	<u>10.3</u>	<u>5.3</u>	<u>12.7</u>	<u>6.4</u>
Food and Beverage	-	-	-	-
Rubber	-	-	-	-
Leather	6.5	-	6.5	-
Textile	13.8	-	13.8	-
Knitting Mills	-	-	-	-
Clothing	-	-	-	-
Wood	-	-	-	-
Paper and Allied	-	-	-	-
Printing and Publishing	-	-	-	-
Primary Metals	9.5	-	13.5	8.9
Metal Fabricating	10.7	-	10.7	-
Machinery	-	-	-	-
Transportation Equipment	7.4	5.3	11.9	4.7
Electrical Products	13.4	-	14.4	5.2
Non-Metallic Mineral Products	13.7	-	13.7	-
Chemical and Chemical Products	11.6	-	11.6	-
Miscellaneous Manufacturing	10.4	-	10.4	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>15.5</u>	<u>-</u>	<u>18.6</u>	<u>14.3</u>
Mining	9.8	-	-	9.8
Transportation	16.5	-	16.5	-
Electric Power, Gas and Water Utilities	-	-	-	-
Retail Trade	-	-	-	-
Education and Related Services	18.8	-	18.8	-
Federal Administration	16.7	-	-	16.7
Local Administration	-	-	-	-
<u>Construction</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

1. The per cents are calculated on a compound basis and weighted by employee coverage.
2. Includes collective bargaining settlements covering 200 or more Ontario workers.
3. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

TABLE 2B

AVERAGE ANNUAL PER CENT¹ INCREASES IN BASE WAGE RATES ESTABLISHED BY COLLECTIVE BARGAINING SETTLEMENTS
WITHOUT COST-OF-LIVING CLAUSE, NEGOTIATED IN ONTARIO IN FOURTH QUARTER OF 1975, BY INDUSTRY AND DURATION OF AGREEMENT²

Industry	All Agreements	One-Year ³ Agreements	Two-Year ³ Agreements	Three-Year ³ Agreements
<u>All Industries</u>	<u>13.5</u>	<u>13.3</u>	<u>13.8</u>	<u>16.9</u>
<u>All Industries (Excluding Construction)</u>	<u>13.4</u>	<u>13.3</u>	<u>13.4</u>	<u>21.1</u>
<u>Manufacturing</u>	<u>13.7</u>	<u>13.7</u>	<u>13.7</u>	-
Food and Beverage	16.6	-	16.6	-
Rubber	11.5	11.5	-	-
Leather	-	-	-	-
Textile	11.8	11.8	-	-
Knitting Mills	14.8	-	14.8	-
Clothing	14.7	14.8	13.4	-
Wood	11.7	-	11.7	-
Paper and Allied	12.3	-	12.3	-
Printing and Publishing	15.4	15.4	-	-
Primary Metals	12.3	14.0	10.3	-
Metal Fabricating	15.0	14.0	18.2	-
Machinery	11.7	9.0	17.1	-
Transportation Equipment	-	-	-	-
Electrical Products	12.9	-	12.9	-
Non-Metallic Mineral Products	-	-	-	-
Chemical and Chemical Products	10.0	10.0	-	-
Miscellaneous Manufacturing	15.4	16.6	14.0	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>13.2</u>	<u>12.9</u>	<u>13.1</u>	<u>21.1</u>
Mining	-	-	-	-
Transportation	15.1	18.2	14.5	-
Electric Power, Gas and Water Utilities	10.8	-	10.8	-
Retail Trade	14.6	-	11.4	21.1
Education and Related Services	17.4	17.4	-	-
Federal Administration	11.8	11.4	14.1	-
Local Administration	16.8	16.8	-	-
<u>Construction</u>	<u>16.5</u>	-	<u>18.3</u>	<u>11.0</u>

1. The per cents are calculated on a compound basis and weighted by employee coverage.
2. Includes collective bargaining settlements covering 200 or more Ontario workers.
3. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

Industry	All Agreements	One-Year ² Agreements	Two-Year ² Agreements	Three-Year ² Agreements
<u>All Industries</u>	<u>65.2</u>	<u>55.5</u>	<u>77.7</u>	<u>58.5</u>
<u>All Industries (Excluding Construction)</u>	<u>64.2</u>	<u>55.5</u>	<u>75.3</u>	<u>58.5</u>
<u>Manufacturing</u>	<u>46.3</u>	<u>46.3</u>	<u>51.9</u>	<u>31.1</u>
Food and Beverage	75.0	-	75.0	-
Rubber	43.5	43.5	-	-
Leather	20.0	-	20.0	-
Textile	36.7	30.0	40.0	-
Knitting Mills	48.5	-	48.5	-
Clothing	46.7	47.9	36.0	-
Wood	47.5	-	47.5	-
Paper and Allied	56.5	-	56.5	-
Printing and Publishing	46.0	46.0	-	-
Primary Metals	45.7	58.0	47.4	43.3
Metal Fabricating	55.2	56.9	53.0	-
Machinery	49.8	38.0	73.5	-
Transportation Equipment	35.5	26.4	55.0	23.6
Electrical Products	49.6	-	52.1	16.7
Non-Metallic Mineral Products	64.7	-	64.7	-
Chemical and Chemical Products	44.2	43.0	46.3	-
Miscellaneous Manufacturing	51.5	50.6	51.7	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>77.2</u>	<u>63.6</u>	<u>104.2</u>	<u>66.8</u>
Mining	49.5	-	-	49.5
Transportation	131.1	80.0	138.3	-
Electric Power, Gas and Water Utilities	51.0	-	51.0	-
Retail Trade	58.0	-	51.6	71.2
Education and Related Services	110.4	78.0	117.9	-
Federal Administration	68.0	58.3	55.5	76.0
Local Administration	81.0	81.0	-	-
<u>Construction</u>	<u>127.8</u>	<u>-</u>	<u>150.0</u>	<u>61.3</u>

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

AVERAGE ANNUAL CENTS PER HOUR INCREASES IN BASE WAGE RATES ESTABLISHED BY COLLECTIVE
BARGAINING SETTLEMENTS WITH COST-OF-LIVING CLAUSE, NEGOTIATED IN ONTARIO,
IN FOURTH QUARTER OF 1975, BY INDUSTRY AND DURATION OF AGREEMENT¹

Industry	All Agreements	One-Year ² Agreements	Two-Year ² Agreements	Three-Year ² Agreements
<u>All Industries</u>	<u>67.0</u>	<u>26.4</u>	<u>80.3</u>	<u>58.2</u>
<u>All Industries (Excluding Construction)</u>	<u>67.0</u>	<u>26.4</u>	<u>80.3</u>	<u>58.2</u>
<u>Manufacturing</u>	<u>44.5</u>	<u>26.4</u>	<u>53.1</u>	<u>31.1</u>
Food and Beverage	-	-	-	-
Rubber	-	-	-	-
Leather	20.0	-	20.0	-
Textile	40.0	-	40.0	-
Knitting Mills	-	-	-	-
Clothing	-	-	-	-
Wood	-	-	-	-
Paper and Allied	-	-	-	-
Printing and Publishing	-	-	-	-
Primary Metals	44.4	-	52.5	43.3
Metal Fabricating	43.4	-	43.4	-
Machinery	-	-	-	-
Transportation Equipment	35.5	26.4	55.0	23.6
Electrical Products	53.3	-	57.5	16.7
Non-Metallic Mineral Products	64.7	-	64.7	-
Chemical and Chemical Products	46.3	-	46.3	-
Miscellaneous Manufacturing	52.5	-	52.5	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>80.8</u>	<u>-</u>	<u>115.9</u>	<u>66.7</u>
Mining	49.5	-	-	49.5
Transportation	88.0	-	88.0	-
Electric Power, Gas and Water Utilities	-	-	-	-
Retail Trade	-	-	-	-
Education and Related Services	117.9	-	117.9	-
Federal Administration	76.0	-	-	76.0
Local Administration	-	-	-	-
<u>Construction</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

Industry	All Agreements	One-Year ² Agreements	Two-Year ² Agreements	Three-Year ² Agreements
<u>All Industries</u>	<u>62.9</u>	<u>56.0</u>	<u>73.9</u>	<u>67.1</u>
<u>All Industries (Excluding Construction)</u>	<u>60.4</u>	<u>56.0</u>	<u>67.7</u>	<u>71.2</u>
<u>Manufacturing</u>	<u>48.2</u>	<u>47.1</u>	<u>50.0</u>	-
Food and Beverage	75.0	-	75.0	-
Rubber	43.5	43.5	-	-
Leather	-	-	-	-
Textile	30.0	30.0	-	-
Knitting Mills	48.5	-	48.5	-
Clothing	46.7	47.9	36.0	-
Wood	47.5	-	47.5	-
Paper and Allied	56.5	-	56.5	-
Printing and Publishing	46.0	46.0	-	-
Primary Metals	50.6	58.0	42.0	-
Metal Fabricating	59.4	56.9	67.5	-
Machinery	49.8	38.0	73.5	-
Transportation Equipment	-	-	-	-
Electrical Products	42.0	-	42.0	-
Non-Metallic Mineral Products	-	-	-	-
Chemical and Chemical Products	43.0	43.0	-	-
Miscellaneous Manufacturing	49.8	50.6	49.0	-
<u>Non-Manufacturing (Excluding Construction)</u>	<u>71.5</u>	<u>63.6</u>	<u>87.6</u>	<u>71.2</u>
Mining	-	-	-	-
Transportation	140.7	80.0	151.5	-
Electric Power, Gas and Water Utilities	51.0	-	51.0	-
Retail Trade	58.0	-	51.6	71.2
Education and Related Services	78.0	78.0	-	-
Federal Administration	57.9	58.3	55.5	-
Local Administration	81.0	81.0	-	-
<u>Construction</u>	<u>127.8</u>	-	<u>150.0</u>	<u>61.3</u>

1. Includes collective bargaining settlements covering 200 or more Ontario workers.

2. One-year agreements are those with a term of less than 18 months. Two-year agreements are those with a term of 18 to 29 months. Three-year agreements are those with a term of 30 months or more.

TABLE 4

AVERAGE ANNUAL PER CENT¹ AND CENTS PER HOUR INCREASES IN BASE RATES ESTABLISHED
BY COLLECTIVE BARGAINING SETTLEMENTS IN NON-CONSTRUCTION INDUSTRIES NEGOTIATED
IN ONTARIO IN FOURTH QUARTER OF 1975, BY SIZE OF INCREASES²

Per Cent Increases

Per Cent Increases	Agreements	Employees	Per Cent Increases (Cont'd)	Agreements	Employees
4.5 - 4.9	2	1,970	12.5 - 12.9	1	1,200
5.0 - 5.4	2	487	13.0 - 13.4	1	350
			13.5 - 13.9	7	2,771
6.0 - 6.4	1	1,716	14.0 - 14.4	3	1,393
6.5 - 6.9	4	540	14.5 - 14.9	6	4,945
7.0 - 7.4	1	767	15.0 - 15.4	6	2,816
8.5 - 8.9	2	1,500	16.5 - 16.9	7	10,194
9.0 - 9.4	1	500	17.0 - 17.4	1	250
9.5 - 9.9	1	3,500	17.5 - 17.9	1	698
10.0 - 10.4	4	1,385	18.0 - 18.4	2	414
10.5 - 10.9	4	1,608			
			19.0 - 19.4	1	4,200
11.5 - 11.9	7	3,153			
12.0 - 12.4	2	630	21.0 - 21.4	3	680

..... Contd

TABLE 4 (CONT'D)

Cents Per Hour Increases

Cents Per Hour Increases	Agreements	Employees	Cents Per Hour Increases (Cont'd)	Agreements	Employees
16.0 - 16.9	1	259	58.0 - 58.9	1	235
20.0 - 20.9	2	580	60.0 - 60.9	1	350
24.0 - 24.9	1	1,610	65.0 - 65.9	1	400
26.0 - 26.9	1	228	66.0 - 66.9	2	885
27.0 - 27.9	1	300	67.0 - 67.9	1	200
28.0 - 28.9	1	1,716	69.0 - 69.9	1	426
30.0 - 30.9	2	1,017	70.0 - 70.9	1	575
36.0 - 36.9	4	670	71.0 - 71.9	3	525
38.0 - 38.9	1	500	73.0 - 73.9	1	250
40.0 - 40.9	1	500	75.0 - 75.9	1	250
41.0 - 41.9	1	500	76.0 - 76.9	1	7,783
42.0 - 42.9	2	1,400	77.0 - 77.9	1	280
43.0 - 43.9	5	2,515	79.0 - 79.9	1	258
46.0 - 46.9	4	665	80.0 - 80.9	1	214
47.0 - 47.9	2	3,350	81.0 - 81.9	1	545
48.0 - 48.9	5	4,510	85.0 - 85.9	2	1,781
49.0 - 49.9	1	205	86.0 - 86.9	2	1,338
50.0 - 50.9	2	543	88.0 - 88.9	1	316
51.0 - 51.9	2	1,090	123.0 - 123.9	1	4,200
52.0 - 52.9	3	895	151.0 - 151.9	1	1,200
55.0 - 55.9	2	2,253			
56.0 - 56.9	1	350			

.. Per cents expressed in compound terms.

.. Includes collective bargaining settlements covering 200 or more Ontario workers.

AVERAGE ANNUAL PER CENT¹ AND CENTS PER HOUR INCREASES IN BASE RATES ESTABLISHED
BY COLLECTIVE BARGAINING SETTLEMENTS IN CONSTRUCTION INDUSTRIES NEGOTIATED
IN ONTARIO IN FOURTH QUARTER OF 1975, BY SIZE OF INCREASES²

1. Per cents expressed in compound terms
2. Includes collective bargaining settlements covering 200 or more Ontario workers.

Research Branch
Ontario Ministry of Labour



Ontario

Ministry of
Labour

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FIRST QUARTER 1976

Prepared by

Research Branch

Ontario Ministry of Labour

May 1976

Hon. Bette Stephenson, M.D.
Minister

T. E. Armstrong, Q.C.
Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the first quarter of 1976. The data are drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. These tables present preliminary data and may be subject to change as further settlements relating to this period become available. In addition, it should be noted that in some cases negotiated settlements may be subject to revision as a result of rulings by the Anti-Inflation Board.

Although the statistical information included in this report is similar in content to that published in previous issues, changes have been made in the presentation of the material. In particular, the number of separate tables has been reduced to five by combining information on the number of agreements, the number of employees covered, per cent wage increases and cents-per-hour increases. It is hoped that the new format will be more convenient for the reader, enabling comparisons between these respective figures to be made without necessitating reference to several different tables. In addition, for the first time a brief commentary on the main features of the data is provided.

Base wage rates are used in the calculations presented in the tables; increases in these rates are not necessarily representative of the average increase for the entire bargaining unit. Table 1 provides separate information, by industry, on numbers of agreements, employees covered, and average annual base rate wage increases for agreements with and without cost-of-living clauses. Tables 2, 3 and 4 provide the same information by duration of agreement. Finally, Table 5 provides a distribution of agreements by magnitude of base wage rate increases. No attempt is made in any of the tables to estimate additional wage increases which may result from the operation of cost-of-living clauses, as these will depend on future increases in the Consumer Price Index.

The statistical data in this report were compiled by Roberta McGill, Kris Krestensen and Sharon Brown, and typed by Pat Caballero. For further information on any of the tables, please call Roberta McGill, Research Branch, Ontario Ministry of Labour (965-6101).

Toronto
May 13, 1976

HIGHLIGHTS

During the first quarter of 1976, a total of 113 collective agreements, covering almost 119,000 employees, were negotiated in Ontario for bargaining units of 200 or more employees. This compares with corresponding figures of 72 agreements, covering 48,000 employees, in the last quarter of 1975. The 1976 first quarter agreements were heavily concentrated in three industry groups, namely, paper, electrical products, and education and related services, which together accounted for almost half of all agreements concluded.

The average base-rate increase for all industries in the first quarter of 1976 was 14.3 per cent per year, compared with the corresponding figure of 13.5 per cent for the fourth quarter of 1975. These averages are calculated by weighting the increase recorded in each individual settlement by the number of employees covered by that settlement. A breakdown of the all industries figure reveals that this change was largely attributable to the non-manufacturing sector, where the average base-rate increase rose from 14.6 per cent in the last quarter of 1975 to 15.8 per cent in the first quarter of 1976. In manufacturing, on the other hand, the average base-rate increase was lower in the first quarter of 1976.

	Average Annual Increases			
	First Quarter		Fourth Quarter	
	1976		1975	
	Per cent	Cents per hour	Per cent	Cents per hour
All industries, including construction	14.3	62.3	13.5	65.2
All industries, excluding construction	14.3	62.3	13.5	64.2
Manufacturing	11.4	52.6	11.9	46.3
Non-manufacturing, excluding construction	15.8	67.6	14.6	77.2
Construction	-	-	16.5	127.8

A change from one quarter to the next in the average increase for all industries, or for the manufacturing and non-manufacturing sectors separately, is not necessarily indicative of a trend towards larger wage settlements. Use of a weighted averaging system, as explained above, means that in any quarter

the sectoral average increases in base wage rates can be influenced, perhaps quite significantly, by a concentration of settlements into relatively few individual industries. It is thus possible that the sectoral average figures can change simply because the distribution of settlements between industries changes. In fact, using 1975 last quarter industry weights (i.e. numbers of employees covered by each agreement within an industry) in conjunction with 1976 first quarter average base wage-rate increases by industry, a recalculated average increase for non-manufacturing industries is 14.5 per cent. This is significantly lower than the 15.8 per cent average increase actually recorded in non-manufacturing in the first quarter of 1976, and slightly lower than the previous quarter's increase of 14.6 per cent. In other words, the rise between these two quarters in the average base rate increase for this group of industries was solely due to a shift in the distribution of settlements between the individual industries within the group.

Similar distributional problems may also arise from changes in the composition of agreements in terms of duration. Table 2 reveals a clear relationship in the all industries figures between average base wage rate increases and duration of agreement, with the shorter agreements incorporating the largest percentage increases. A comparison with the last quarter of 1975 shows that the average increase for one-year agreements has risen (from 13.1 per cent to 15.3 per cent), but the average increase for agreements of longer duration has declined. One-year agreements, as a proportion of all agreements, increased to 43 per cent in the last quarter of 1975, and 40 per cent for 1975 as a whole.

Tables 3 and 4 reveal that whatever the duration of the agreement, agreements without cost-of-living clauses outnumber those with such clauses. However, 18 of the 22 three-year agreements without cost-of-living clauses were in one industry, namely paper. Perhaps surprisingly, one- and two-year agreements with cost-of-living clauses provided larger average base-rate increases than agreements of similar duration but without such clauses. This despite the fact that further increases, not included in the tables, may be generated by these clauses during the term of the agreements.

Table 5 shows that the majority (62 per cent) of all agreements in the first quarter of 1976 incorporated base wage rate increases in the 10.0-14.9 per cent range. A further 20 per cent of all agreements provided increases of 15 per cent or more; in the previous quarter 30 per cent of all non-construction agreements provided increases of 15 per cent or more. It may be tempting to use the data in Table 5 to draw conclusions regarding the effectiveness of the current anti-inflation wage controls. Although not all agreements included in this table are directly covered by the anti-inflation guidelines, the vast

majority are. However, for a number of reasons, Table 5 cannot be used for this purpose. The wage increases recorded are for base wage rates only, whereas the guidelines deal with average increases for the bargaining unit as a whole. Moreover, calculations in this table do not take into account changes in fringe benefits, premium payments, and so on. It should also be remembered that the increases contained in some agreements could conceivably be subject to an eventual rollback order from the Anti-Inflation Board.

TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1976, BY INDUSTRY

Industry	All Agreements				Agreements with Cost-of-Living Clause				Agreements without Cost-of-Living Clause			
	Agrts	Empls	Average Annual Increases		Agrts	Empls	Average Annual Increases		Agrts	Empls	Average Annual Increases	
			Per cent	Cents-per-Hour			Per cent	Cents-per-Hour			Per cent	Cents-per-Hour
All Industries (Including Construction)	113	118,837	14.3	62.3	27	25,513	13.9	79.9	86	93,324	14.4	57.4
All Industries (Excluding Construction)	113	118,837	14.3	62.3	27	25,513	13.9	79.9	86	93,324	14.4	57.4
Manufacturing	63	42,375	11.4	52.6	16	9,938	10.7	47.9	47	32,437	11.7	54.1
Food, beverages	5	1,890	8.2	31.7	-	-	-	-	5	1,890	8.2	31.7
Tobacco	-	-	-	-	-	-	-	-	-	-	-	-
Rubber, plastics	1	230	13.6	43.3	-	-	-	-	1	230	13.6	43.3
Leather	1	350	14.4	39.5	-	-	-	-	1	350	14.4	39.5
Textiles	5	3,293	11.4	41.7	-	-	-	-	5	3,293	11.4	41.7
Knitting mills	-	-	-	-	-	-	-	-	-	-	-	-
Clothing	-	-	-	-	-	-	-	-	-	-	-	-
Wood	-	-	-	-	-	-	-	-	-	-	-	-
Furniture, fixtures	1	535	9.8	44.7	1	535	9.8	44.7	-	-	-	-
Paper	19	11,542	11.8	62.1	-	-	-	-	19	11,542	11.8	62.1
Printing, publishing	3	2,230	15.2	65.5	-	-	-	-	3	2,230	15.2	65.5
Primary metals	4	3,014	10.8	51.4	4	3,014	10.8	51.4	-	-	-	-
Fabricated metals	4	1,614	10.9	52.8	4	1,614	10.9	52.8	-	-	-	-
Machinery	2	725	9.5	41.3	1	320	10.3	36.7	1	405	8.9	45.0
Transportation equipment	4	1,365	10.0	36.7	1	250	11.0	33.0	3	1,115	9.7	37.5
Electrical products	10	13,757	11.2	50.6	5	4,205	10.7	45.7	5	9,552	11.4	52.8
Non-metallic mineral products	1	500	15.8	72.5	-	-	-	-	1	500	15.8	72.5
Petroleum, coal	2	710	11.6	57.2	-	-	-	-	2	710	11.6	57.2
Chemicals	1	620	12.1	47.0	-	-	-	-	1	620	12.1	47.0
Miscellaneous manufacturing	-	-	-	-	-	-	-	-	-	-	-	-
Non-Manufacturing (Excluding Construction)	50	76,462	15.8	67.6	11	15,575	15.9	100.3	39	60,887	15.8	59.2
Forestry	1	1,120	11.9	64.3	-	-	-	-	1	1,120	11.9	64.3
Mining, quarrying	4	2,750	7.8	38.3	4	2,750	7.8	38.3	-	-	-	-
Transportation	2	801	10.5	47.0	-	-	-	-	2	801	10.5	47.0
Storage	-	-	-	-	-	-	-	-	-	-	-	-
Communications	3	7,335	17.6	52.6	-	-	-	-	3	7,335	17.6	52.6
Electric, gas, water	1	345	18.9	82.0	-	-	-	-	1	345	18.9	82.0
Wholesale trade	1	340	11.0	67.5	-	-	-	-	1	340	11.0	67.5
Retail trade	1	3,500	15.0	51.5	-	-	-	-	1	3,500	15.0	51.5
Finance	-	-	-	-	-	-	-	-	-	-	-	-
Insurance, real estate	-	-	-	-	-	-	-	-	-	-	-	-
Education, related services	26	23,262	19.0	111.9	7	12,825	17.6	113.6	19	10,437	20.8	109.9
Health, welfare services	-	-	-	-	-	-	-	-	-	-	-	-
Recreational services	-	-	-	-	-	-	-	-	-	-	-	-
Management services	1	340	18.4	54.0	-	-	-	-	1	340	18.4	54.0
Personal services	-	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous services	-	-	-	-	-	-	-	-	-	-	-	-
Federal administration	3	30,794	15.2	45.3	-	-	-	-	3	30,794	15.2	45.3
Provincial administration	1	3,955	8.5	57.0	-	-	-	-	1	3,954	8.5	57.0
Local administration	6	1,940	11.1	48.3	-	-	-	-	6	1,940	11.1	48.3
Construction	-	-	-	-	-	-	-	-	-	-	-	-

Note: Future increases payable under cost-of-living clauses are not included in the data, except those guaranteed in the agreements.

Industry	One-Year Agreements ¹				Two-Year Agreements ¹				Three-Year Agreements ¹			
	Agrts	Empls	Average Annual Increases		Agrts	Empls	Average Annual Increases		Agrts	Empls	Average Annual Increases	
			Per cent	Cents-per-Hour			Per cent	Cents-per-Hour			Per cent	Cents-per-Hour
All Industries (Including Construction)	49	67,679	15.3	61.8	31	28,567	14.2	68.7	33	22,591	11.1	55.6
All Industries (Excluding Construction)	49	67,679	15.3	61.8	31	28,567	14.2	68.7	33	22,591	11.1	55.6
Manufacturing	15	15,062	11.9	52.5	18	7,407	10.8	43.0	30	19,906	11.3	56.3
Food, beverages	2	1,100	6.9	23.1	2	410	10.3	40.2	1	380	9.8	47.2
Tobacco	-	-	-	-	-	-	-	-	-	-	-	-
Rubber, plastics	-	-	-	-	-	-	-	-	1	230	13.6	43.3
Leather	-	-	-	-	-	-	-	-	-	-	-	-
Textiles	2	744	16.1	47.5	3	2,549	10.0	40.0	-	-	-	-
Knitting mills	-	-	-	-	-	-	-	-	-	-	-	-
Clothing	-	-	-	-	-	-	-	-	-	-	-	-
Wood	-	-	-	-	-	-	-	-	-	-	-	-
Furniture, fixtures	-	-	-	-	-	-	-	-	-	-	-	-
Paper	1	361	12.0	38.0	1	535	9.8	44.7	-	-	-	-
Printing, publishing	2	1,945	15.7	70.5	1	285	11.9	31.5	18	11,181	11.8	62.9
Primary metals	-	-	-	-	1	209	14.1	65.0	-	-	-	-
Fabricated metals	1	200	15.7	65.0	1	264	8.5	40.5	3	2,805	10.6	50.4
Machinery	1	405	8.9	45.0	-	-	-	-	2	1,150	10.6	53.5
Transportation equipment	-	-	-	-	3	1,165	10.1	38.5	1	320	10.3	36.7
Electrical products	4	9,237	11.3	53.1	3	880	11.0	41.6	1	200	9.0	26.0
Non-metallic mineral products	-	-	-	-	1	500	15.8	72.5	3	3,640	10.8	46.5
Petroleum, coal	-	-	-	-	-	-	-	-	-	-	-	-
Chemicals	1	450	12.9	64.5	1	260	9.3	44.5	-	-	-	-
Miscellaneous manufacturing	1	620	12.1	47.0	-	-	-	-	-	-	-	-
Non-Manufacturing (Excluding Construction)	34	52,617	16.3	64.4	13	21,160	15.3	77.7	3	2,685	9.5	51.0
Forestry	-	-	-	-	-	-	-	-	-	-	-	-
Mining, quarrying	-	-	-	-	2	1,185	7.7	34.2	1	1,120	11.9	64.3
Transportation	2	801	10.5	47.0	-	-	-	-	2	1,565	7.8	41.5
Storage	-	-	-	-	-	-	-	-	-	-	-	-
Communications	2	6,710	18.0	53.1	1	625	12.7	46.4	-	-	-	-
Electric, gas, water	1	345	18.9	82.0	-	-	-	-	-	-	-	-
Wholesale trade	-	-	-	-	1	340	11.0	67.5	-	-	-	-
Retail trade	-	-	-	-	1	3,500	15.0	51.5	-	-	-	-
Finance	-	-	-	-	-	-	-	-	-	-	-	-
Insurance, real estate	-	-	-	-	-	-	-	-	-	-	-	-
Education, related services	20	11,472	21.0	120.6	6	11,790	17.1	103.5	-	-	-	-
Health, welfare services	-	-	-	-	-	-	-	-	-	-	-	-
Recreational services	-	-	-	-	-	-	-	-	-	-	-	-
Management services	1	340	18.4	54.0	-	-	-	-	-	-	-	-
Personal services	-	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous services	-	-	-	-	-	-	-	-	-	-	-	-
Federal administration	2	27,296	15.5	46.0	-	-	-	-	-	-	-	-
Provincial administration	1	3,935	8.5	57.0	1	3,498	13.4	40.0	-	-	-	-
Local administration	5	1,718	11.3	48.5	1	222	9.8	47.0	-	-	-	-
Construction	-	-	-	-	-	-	-	-	-	-	-	-

1. One-year agreements are those with a term of less than 18 months; two-year agreements are those with a term of 18 to 29 months; three-year agreements are those with a term of 30 to 41 months.

TABLE 3

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1976, BY INDUSTRY AND DURATION OF AGREEMENT

Industry	One-Year Agreements ¹				Two-Year Agreements ¹				Three-Year Agreements ¹			
	Agrts	Empls	Average Annual Increases		Agrts	Empls	Average Annual Increases		Agrts	Empls	Average Annual Increases	
			Per cent	Cents-per-Hour			Per cent	Cents-per-Hour			Per cent	Cents-per-Hour
All Industries (Including Construction)	6	3,335	16.1	106.2	10	12,698	16.1	97.3	11	9,480	10.2	47.4
All Industries (Excluding Construction)	6	3,335	16.1	106.2	10	12,698	16.1	97.3	11	9,480	10.2	47.4
Manufacturing	1	200	15.7	65.0	6	1,823	10.4	43.5	9	7,915	10.7	48.5
Food, beverages	-	-	-	-	-	-	-	-	-	-	-	-
Tobacco	-	-	-	-	-	-	-	-	-	-	-	-
Rubber, plastics	-	-	-	-	-	-	-	-	-	-	-	-
Leather	-	-	-	-	-	-	-	-	-	-	-	-
Textiles	-	-	-	-	-	-	-	-	-	-	-	-
Knitting mills	-	-	-	-	-	-	-	-	-	-	-	-
Clothing	-	-	-	-	-	-	-	-	-	-	-	-
Wood	-	-	-	-	-	535	9.8	44.7	-	-	-	-
Furniture, fixtures	-	-	-	-	1	-	-	-	-	-	-	-
Paper	-	-	-	-	-	-	-	-	-	-	-	-
Printing, publishing	-	-	-	-	-	-	-	-	-	-	-	-
Primary metals	-	-	-	-	1	209	14.1	65.0	3	2,805	10.6	50.4
Fabricated metals	1	200	15.7	65.0	1	264	8.5	40.5	2	1,150	10.6	53.5
Machinery	-	-	-	-	1	-	-	-	1	320	10.3	36.7
Transportation equipment	-	-	-	-	1	250	11.0	33.0	-	-	-	-
Electrical products	-	-	-	-	2	565	10.2	40.5	3	3,640	10.8	46.5
Non-metallic mineral products	-	-	-	-	-	-	-	-	-	-	-	-
Petroleum, coal	-	-	-	-	-	-	-	-	-	-	-	-
Chemicals	-	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous manufacturing	-	-	-	-	-	-	-	-	-	-	-	-
Non-Manufacturing (Excluding Construction)	5	3,135	16.1	108.8	4	10,875	17.0	106.4	2	1,565	7.8	41.5
Forestry	-	-	-	-	-	-	-	-	-	-	-	-
Mining, quarrying	-	-	-	-	2	1,185	7.7	34.2	2	1,565	7.8	41.5
Transportation	-	-	-	-	-	-	-	-	-	-	-	-
Storage	-	-	-	-	-	-	-	-	-	-	-	-
Communications	-	-	-	-	-	-	-	-	-	-	-	-
Electric, gas, water	-	-	-	-	-	-	-	-	-	-	-	-
Wholesale trade	-	-	-	-	-	-	-	-	-	-	-	-
Retail trade	-	-	-	-	-	-	-	-	-	-	-	-
Finance	-	-	-	-	-	-	-	-	-	-	-	-
Insurance, real estate	-	-	-	-	-	-	-	-	-	-	-	-
Education, related services	5	3,135	16.1	108.8	2	9,690	18.1	115.2	-	-	-	-
Health, welfare services	-	-	-	-	-	-	-	-	-	-	-	-
Recreational services	-	-	-	-	-	-	-	-	-	-	-	-
Management services	-	-	-	-	-	-	-	-	-	-	-	-
Personal services	-	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous services	-	-	-	-	-	-	-	-	-	-	-	-
Federal administration	-	-	-	-	-	-	-	-	-	-	-	-
Provincial administration	-	-	-	-	-	-	-	-	-	-	-	-
Local administration	-	-	-	-	-	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-	-	-	-	-	-

¹ Agreements are those with a term of 18 months, two-year agreements are those with a term of 18 to 20 months, three-year agreements are those with a term of 21 to 24 months.

Industry	One-Year Agreements ¹				Two-Year Agreements ¹				Three-Year Agreements ¹			
	Agrts	Empls	Average Annual Increases		Agrts	Empls	Average Annual Increases		Agrts	Empls	Average Annual Increases	
			Per cent	Cents-per-Hour			Per cent	Cents-per-Hour			Per cent	Cents-per-Hour
All Industries (Including Construction)	43	64,344	15.3	59.5	21	15,869	12.6	45.8	22	13,111	11.8	61.6
All Industries (Excluding Construction)	43	64,344	15.3	59.5	21	15,869	12.6	45.8	22	13,111	11.8	61.6
Manufacturing	14	14,862	11.9	52.4	12	5,584	11.0	42.9	21	11,991	11.8	61.4
Food, beverages	2	1,100	6.9	23.1	2	410	10.3	40.2	1	380	9.8	47.2
Tobacco	-	-	-	-	-	-	-	-	-	-	-	-
Rubber, plastics	-	-	-	-	-	-	-	-	-	-	-	-
Leather	-	-	-	-	-	-	-	-	-	-	-	-
Textiles	2	744	16.1	47.5	1	350	14.4	39.5	1	230	13.6	43.3
Knitting mills	-	-	-	-	3	2,549	10.0	40.0	-	-	-	-
Clothing	-	-	-	-	-	-	-	-	-	-	-	-
Wood	-	-	-	-	-	-	-	-	-	-	-	-
Furniture, fixtures	-	-	-	-	-	-	-	-	-	-	-	-
Paper	1	361	12.0	38.0	-	-	-	-	-	-	-	-
Printing, publishing	2	1,945	15.7	70.5	1	285	11.9	31.5	18	11,181	11.8	62.9
Primary metals	-	-	-	-	-	-	-	-	-	-	-	-
Fabricated metals	-	-	-	-	-	-	-	-	-	-	-	-
Machinery	1	405	8.9	45.0	-	-	-	-	-	-	-	-
Transportation equipment	-	-	-	-	2	915	9.9	40.1	-	-	-	-
Electrical products	4	9,237	11.3	53.1	1	315	12.6	43.5	1	200	9.0	26.0
Non-metallic mineral products	-	-	-	-	1	500	15.8	72.5	-	-	-	-
Petroleum, coal	-	-	-	-	-	-	-	-	-	-	-	-
Chemicals	1	450	12.9	64.5	1	260	9.3	44.5	-	-	-	-
Miscellaneous manufacturing	1	620	12.1	47.0	-	-	-	-	-	-	-	-
Non-Manufacturing (Excluding Construction)	29	49,482	16.3	61.6	9	10,285	13.5	47.3	1	1,120	11.9	64.3
Forestry	-	-	-	-	-	-	-	-	-	-	-	-
Mining, quarrying	-	-	-	-	-	-	-	-	1	1,120	11.9	64.3
Transportation	2	801	10.5	47.0	-	-	-	-	-	-	-	-
Storage	-	-	-	-	-	-	-	-	-	-	-	-
Communications	2	6,710	18.0	53.1	1	625	12.7	46.4	-	-	-	-
Electric, gas, water	1	345	18.9	82.0	-	-	-	-	-	-	-	-
Wholesale trade	-	-	-	-	1	340	11.0	67.5	-	-	-	-
Retail trade	-	-	-	-	1	3,500	15.0	51.5	-	-	-	-
Finance	-	-	-	-	-	-	-	-	-	-	-	-
Insurance, real estate	-	-	-	-	-	-	-	-	-	-	-	-
Education, related services	15	8,337	22.9	125.1	4	2,100	12.3	49.5	-	-	-	-
Health, welfare services	-	-	-	-	-	-	-	-	-	-	-	-
Recreational services	-	-	-	-	-	-	-	-	-	-	-	-
Management services	1	340	18.4	54.0	-	-	-	-	-	-	-	-
Personal services	-	-	-	-	-	-	-	-	-	-	-	-
Miscellaneous services	-	-	-	-	-	-	-	-	-	-	-	-
Federal administration	2	27,296	15.5	46.0	-	-	-	-	-	-	-	-
Provincial administration	1	3,935	8.5	57.0	1	3,498	13.4	40.0	-	-	-	-
Local administration	5	1,718	11.3	48.5	1	222	9.8	47.0	-	-	-	-
Construction	-	-	-	-	-	-	-	-	-	-	-	-

1. One-year agreements are those with a term of less than 18 months; two-year agreements are those with a term of 18 to 29 months; three-year agreements are those with a term of 30 to 41 months.

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 2 OR MORE ONTARIO EMPLOYEES NEGOTIATED IN FIRST QUARTER OF 1976, BY SIZE OF INCREASE

Average Annual Increase	All Agreements		Agreements with Cost-of-Living Clause		Agreements without Cost-of-Living Clause	
	Agrts	Empls	Agrts	Empls	Agrts	Empls
All Industries, excluding construction						
<u>In Per Cent</u>						
Under 5.0 per cent	-	-	-	-	-	-
5.0 - 9.9 per cent	21	14,666	9	5,544	12	9,122
10.0 - 14.9 per cent	70	50,546	11	8,074	59	42,472
15.0 - 19.9 per cent	16	47,941	7	11,895	9	36,046
20.0 - 24.9 per cent	2	1,035	-	-	2	1,035
25.0 - 29.9 per cent	2	2,094	-	-	2	2,094
30.0 - 34.9 per cent	-	-	-	-	-	-
35.0 - 39.9 per cent	2	2,555	-	-	2	2,555
40.0 - 44.9 per cent	-	-	-	-	-	-
45.0 - 49.9 per cent	-	-	-	-	-	-
50.0 per cent and over ...	-	-	-	-	-	-
<u>In Cents Per Hour</u>						
Under 10.0 cents	-	-	-	-	-	-
10.0 - 19.9 cents	-	-	-	-	-	-
20.0 - 29.9 cents	3	1,415	1	365	2	1,050
30.0 - 39.9 cents	22	9,388	6	3,595	16	5,793
40.0 - 49.9 cents	26	40,709	8	4,159	18	36,550
50.0 - 59.9 cents	17	30,784	3	4,200	14	26,584
60.0 - 69.9 cents	30	16,822	4	1,699	26	15,123
70.0 - 79.9 cents	3	2,195	-	-	3	2,195
80.0 - 89.9 cents	1	345	-	-	1	345
90.0 - 99.9 cents	-	-	-	-	-	-
100.0 cents and over	11	17,179	5	11,495	6	5,684

Note: Future increases payable under cost-of-living clauses are not included in the data except those guaranteed in the agreements.

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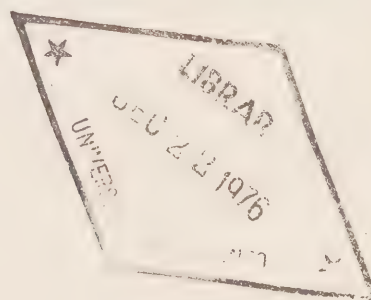
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Ministry of
Labour

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, SECOND QUARTER 1976

Prepared by
Research Branch
Ontario Ministry of Labour
November 1976



Hon. Bette Stephenson, M.D.
Minister

T. E. Armstrong, Q.C.
Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the second quarter of 1976. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available. It should also be noted that some of the settlements may be subject to revision as a result of rulings by the Anti-Inflation Board.

Beginning with the second quarter of 1976, eight new tables have been included in the report - Tables 1 and 6-12 inclusive. Prior to this period the published data related to average annual increases only, that is, the total increase negotiated for the full term of the agreement, reduced to an annual average. This information is now contained in Tables 1-5 and 13 of the expanded report. Tables 6-12 have been added to provide data showing how the total increase is distributed in each 12 month period of the agreement. The additional data have been made possible by the completion of a new computerized processing system.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as follows: one-year - less than 18 months; two-year - 18 to 29 months; three-year - 30 to 41 months; and four-year - 42 to 53 months.

The data in this report were prepared for computer processing by Susan Markell, Kris Krestensen and Donald Reshetnyk. For further information on any of the tables, please call Susan Markell, Research Branch, Ontario Ministry of Labour (965-6101).

Toronto
October 29, 1976

HIGHLIGHTS

During the second quarter of 1976, a total of 178 collective agreements, covering almost 159,000 employees, were negotiated in Ontario for bargaining units of 200 or more employees. These figures represent a significant increase over the corresponding totals for the first quarter of 1976, when 113 agreements, covering 119,000 employees, were negotiated. The number of employees covered by negotiated agreements in the second quarter was by far the highest figure recorded in any quarter during the past three years, while the number of agreements negotiated was exceeded only once during this period. The majority of 1976 second-quarter agreements were concluded in the non-manufacturing sector, where four industry groups (federal administration, transportation, provincial administration, and education and related services) accounted for more than half of all employees covered.

The average annual base wage rate increase for all industries in the second quarter of 1976 was 12.2 per cent. This represents a significant reduction from the 1976 first quarter figure of 14.3 per cent, and is the lowest figure recorded since the first quarter of 1974. The 1976 second quarter increases were lower than the corresponding first quarter figures in both the manufacturing and non-manufacturing sectors, as the table below shows.

	Average Annual Increases			
	Second Quarter		First Quarter	
	1976		1976	
	Per	Cents	Per	Cents
	cent	per hour	cent	per hour
All industries, including construction	12.2	60.5	14.3	62.3
Manufacturing	9.8	44.8	11.4	52.6
Non-Manufacturing (excluding construction)	12.6	59.5	15.8	67.6
Construction	14.2	125.2	-	-

The figures in the above table were calculated by weighting the average annual base wage rate increase negotiated in each individual settlement by the number of employees covered by that settlement. Accordingly, changes in such factors as the composition of agreements by duration or by industry group can affect the average calculated. However, closer examination of the data for the first and second quarters of 1976 reveals that

lower increases were recorded in the second quarter both for agreements with and without cost-of-living clauses, and for agreements of all durations. The lower rates of increase were particularly marked for two-year agreements in non-manufacturing, and for agreements with COLA clauses in both manufacturing and non-manufacturing. In addition, although a few industry groups had larger increases in the second quarter than in the first quarter of 1976, significant reductions occurred in primary metals, electrical products, federal administration and education and related services, in each of which relatively large numbers of employees were covered by negotiated agreements in both quarters.

Table 13 shows average annual increases by size range of increase. Excluding construction agreements, 68 agreements (40 per cent of the total) contained base wage rate increases of less than 10 per cent, while only 19 (11 per cent) had increases of 15 per cent or more. The corresponding percentages for the first quarter of 1976 were 18.6 per cent and 19.5 per cent, respectively. Although the wage increase data in this report cannot be compared directly with the anti-inflation policy guidelines, which are based on increases in total compensation, the lower rate of increase in wage settlements revealed by the 1976 second quarter figures is certainly consistent with the view that the activities of the Anti-Inflation Board may have exerted a moderating influence on wage settlements. However, it should be borne in mind that the wage data contained in this report do not incorporate the effects of any AIB-recommended "rollbacks".

The trend towards shorter-duration agreements, which was evident during 1975 initially in response to the high rate of inflation and later given added stimulus by the introduction of controls, has continued during the first six months of 1976. Of the 291 agreements covering 200 or more Ontario employees negotiated to June 30, 1976, 135 (or 46 per cent) were for a one-year duration only, compared with 40 per cent of all agreements negotiated in 1975, and 16 per cent in 1974.

The proportion of settlements containing cost-of-living clauses increased to 26 per cent in the second quarter from 24 per cent in the first quarter of 1976. However, cost-of-living clauses generally have been less frequent than in the previous two years. Such clauses have been particularly prevalent in the past in the manufacturing sector, where more than 50 per cent of all agreements negotiated in both 1974 and 1975 contained COLA clauses. During the first half of 1976, about 26 per cent of negotiated agreements in manufacturing included cost-of-living provisions. The reduction in the number of COLA clauses has been most marked in two- and three-year agreements in manufacturing.

For the first time, this report contains information on the distribution of base wage rate increases over the term of the agreement (see Tables 6-12). In most cases, the data reveal the usual pattern of "front-end loading", whereby the largest increases in multi-year agreements occur in the first year of the contract. This means that the average annual increases contained in Tables 1-5, and 13, generally understate the wage increases which will actually be implemented during the coming year as a result of the settlements made during the second quarter of 1976. For example, while the average annual increase negotiated in all industries (including construction) was 12.2 per cent, the average first-year increase was 13.3 per cent.

In interpreting the data in Tables 6-12, it should be remembered that because of the definition of agreement duration noted in the Foreword, the increases in the last year of agreements may relate to periods shorter than 12 full months. Similarly, agreements may be negotiated for terms of less than 12 full months, and to the extent that these occur, the degree of "front-end loading" is overstated in Tables 6-12.

TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1976, BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	178	86	78	14	-	-
NUMBER OF EMPLOYEES AFFECTED	158,970	89,939	63,216	5,815	-	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	12.2	13.3	11.1	7.5	-	-
AGREEMENTS WITH COL CLAUSE	10.7	13.7	9.7	7.5	-	-
AGREEMENTS WITHOUT COL CLAUSE	12.8	13.2	12.2	7.7	-	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	60.5	65.0	56.5	35.3	-	-
AGREEMENTS WITH COL CLAUSE	48.6	57.7	46.3	34.0	-	-
AGREEMENTS WITHOUT COL CLAUSE	65.6	66.4	64.6	42.4	-	-

2000-00 SOURCE: BUREAU OF LABOR MARKET RESEARCH

AGREEMENTS WITH
COST-OF-LIVING CLAUSE

AGREEMENTS WITHOUT
COST-OF-LIVING CLAUSE

ALL AGREEMENTS

INDUSTRY	AGRTS	EMPLS	CENTS		AGRTS	EMPLS	PER		AGRTS	EMPLS	PER		CENTS
			PER	PER HOUR			CENT	PER HOUR			CENT	PER HOUR	
ALL INDUSTRIES (INCL CONST)...	178	158,970	12.2	60.5	46	47,546	10.7	48.6	132	111,424	12.8	65.6	
ALL INDUSTRIES (EXCL CONST)...	169	149,920	12.1	56.6	46	47,546	10.7	48.6	123	102,374	12.7	60.4	
MANUFACTURING	64	29,455	9.8	44.8	17	6,675	8.2	36.4	47	22,780	10.3	47.2	
FOOD, BEVERAGES	8	3,075	9.7	45.3	1	755	12.4	45.0	7	2,320	8.8	45.4	
TOBACCO	1	390	9.9	35.0	-	-	-	-	1	390	9.9	35.0	
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	
LEATHER	1	206	7.3	22.0	1	206	7.3	22.0	-	-	-	-	
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	
WOOD	2	496	13.2	60.0	-	-	-	-	2	496	13.2	60.0	
FURNITURE, FIXTURES	2	980	14.1	48.3	-	-	-	-	2	980	14.1	48.3	
PAPER	2	704	12.9	72.8	-	-	-	-	2	704	12.9	72.8	
PRINTING, PUBLISHING	1	1,400	9.5	38.7	-	-	-	-	1	1,400	9.5	38.7	
PRIMARY METALS	6	2,715	8.8	45.7	3	1,115	7.8	37.4	3	1,600	9.5	51.5	
FABRICATED METALS	5	1,180	10.7	46.1	3	743	10.6	44.8	2	437	10.9	48.1	
MACHINERY	3	1,075	10.5	46.3	-	-	-	-	3	1,075	10.5	46.3	
TRANSPORTATION EQUIP	8	3,280	9.7	46.6	3	1,070	5.4	30.7	5	2,210	11.8	54.3	
ELECTRICAL PRODUCTS	14	8,351	8.4	37.6	6	2,786	7.8	34.6	8	5,565	8.6	39.1	
NON-METALLIC MINERALS	3	1,150	11.6	54.9	-	-	-	-	3	1,150	11.6	54.9	
PETROLEUM, OIL	2	550	10.2	53.6	-	-	-	-	2	550	10.2	53.6	
CHEMICALS	5	3,478	10.5	49.1	-	-	-	-	5	3,478	10.5	49.1	
MISCELLANEOUS MFG	1	425	16.3	48.5	-	-	-	-	1	425	16.3	48.5	
NON-MANUFACTURING (EXCL CONST)	105	120,465	12.6	59.5	29	40,871	11.2	50.6	76	79,594	13.4	64.1	
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	
MINING, QUARRYING	2	731	10.5	45.4	1	500	10.6	43.3	1	231	10.4	50.0	
TRANSPORTATION	14	23,627	9.6	45.4	13	23,419	9.6	45.4	1	208	10.0	52.0	
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	
COMMUNICATIONS	2	1,585	12.2	42.1	-	-	-	-	2	1,585	12.2	42.1	
ELECTRIC, GAS, WATER	3	1,124	11.7	59.8	-	-	-	-	3	1,124	11.7	59.8	
WHOLESALE TRADE	1	200	12.4	54.0	-	-	-	-	1	200	12.4	54.0	
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	
EDUCATION, RELATED SERVICES	37	21,370	14.4	73.0	-	-	-	-	-	-	-	-	
HEALTH, WELFARE SERVICES	4	1,227	10.2	39.3	4	3,600	22.6	104.4	33	17,770	12.7	66.6	
RECREATIONAL SERVICES	-	-	-	-	1	496	10.8	41.5	3	731	9.9	37.9	
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	
PERSONAL SERVICES	7	2,904	9.7	26.1	-	-	-	-	-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	7	2,904	9.7	26.1	
FEDERAL ADMINISTRATION	12	28,178	11.5	55.0	-	-	-	-	-	-	-	-	
PROVINCIAL ADMINISTRATION	4	22,650	17.8	83.9	-	-	-	-	12	28,178	11.5	55.0	
LOCAL ADMINISTRATION	19	18,869	10.7	46.5	10	12,856	10.8	45.6	4	22,650	17.8	83.9	
CONSTRUCTION	9	9,050	14.2	125.2	-	-	-	-	9	9,050	14.2	125.2	

TABLE 3

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1976,
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGTS	EMPLS	PER CENT	CENTS PER HOUR		AGTS	EMPLS	PER CENT	CENTS PER HOUR		AGTS	EMPLS	PER CENT	CENTS PER HOUR		AGTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST)	86	89,939	13.3	45.0		78	63,216	11.1	56.5		14	5,815	7.5	35.3		-	-	-	-	-
ALL INDUSTRIES (EXCL CONST)	85	89,139	13.2	44.1		70	54,966	10.7	46.7		14	5,815	7.5	35.3		-	-	-	-	-
MANUFACTURING	20	12,082	10.1	46.2		32	12,333	10.8	47.6		12	5,040	7.1	34.4		-	-	-	-	-
FOOD, BEVERAGES	2	970	12.3	45.6		5	1,630	9.5	49.1		1	475	5.2	31.6		-	-	-	-	-
TORACCO	-	-	-	-		1	390	9.9	35.0		-	-	-	-		-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
LEATHER	-	-	-	-		1	206	7.3	22.0		-	-	-	-		-	-	-	-	-
TEXTILES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
KNITTING MILLS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
CLOTHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
WOOD	-	-	-	-		2	496	13.2	60.0		-	-	-	-		-	-	-	-	-
FURNITURE, FIXTURES	1	630	15.8	53.0		1	350	11.2	40.0		-	-	-	-		-	-	-	-	-
PAPER	-	-	-	-		1	504	13.5	77.5		1	200	11.3	61.0		-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-		1	1,400	9.5	38.7		-	-	-	-		-	-	-	-	-
PRIMARY METALS	1	500	9.7	55.0		3	1,430	8.7	46.3		2	785	8.3	38.9		-	-	-	-	-
FABRICATED METALS	2	509	12.8	49.2		2	440	8.7	41.3		1	231	9.9	48.3		-	-	-	-	-
MACHINERY	1	360	10.6	49.0		2	715	10.5	44.9		-	-	-	-		-	-	-	-	-
TRANSPORTATION EQUIP	1	375	12.3	60.0		4	1,835	11.7	53.1		3	1,070	5.4	30.7		-	-	-	-	-
ELECTRICAL PRODUCTS	7	5,258	8.5	39.0		3	814	11.2	45.7		4	2,279	7.2	31.4		-	-	-	-	-
NON-METALLIC MINERALS	1	595	10.1	52.0		2	555	13.1	58.0		-	-	-	-		-	-	-	-	-
PETROLEUM, OIL	2	550	10.2	53.6		-	-	-	-		-	-	-	-		-	-	-	-	-
CHEMICALS	2	2,335	10.2	52.6		3	1,143	11.2	41.8		-	-	-	-		-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-		1	425	16.3	48.5		-	-	-	-		-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	65	77,057	13.7	46.9		38	42,633	10.7	46.5		2	775	10.6	41.1		-	-	-	-	-
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
MINING, QUARRYING	1	231	10.4	50.0		-	-	-	-		1	500	10.6	43.3		-	-	-	-	-
TRANSPORTATION	1	208	10.0	52.0		13	23,419	9.6	45.4		-	-	-	-		-	-	-	-	-
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
COMMUNICATIONS	-	-	-	-		2	1,585	12.2	42.1		-	-	-	-		-	-	-	-	-
ELECTRIC, GAS, WATER	1	220	11.2	62.0		2	904	11.8	59.3		-	-	-	-		-	-	-	-	-
WHOLESALE TRADE	-	-	-	-		1	200	12.4	54.0		-	-	-	-		-	-	-	-	-
RETAIL TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
EDUCATION, RELATED SERVICE	28	16,089	14.1	71.0		8	5,006	15.4	81.5		1	275	10.6	37.2		-	-	-	-	-
HEALTH, WELFARE SERVICES	2	470	10.6	40.0		2	757	10.0	38.9		-	-	-	-		-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
PERSONAL SERVICES	1	350	10.1	29.0		6	2,554	9.7	25.7		-	-	-	-		-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
FEDERAL ADMINISTRATION	11	20,809	11.7	63.0		1	7,369	10.7	32.4		-	-	-	-		-	-	-	-	-
PROVINCIAL ADMINISTRATION	4	22,650	17.8	83.9		-	-	-	-		-	-	-	-		-	-	-	-	-
MUNICIPAL ADMINISTRATION	14	14,010	10.4	44.1		3	830	12.3	54.1		-	-	-	-		-	-	-	-	-

ONE-YEAR AGREEMENTS

TWO-YEAR AGREEMENTS

THREE-YEAR AGREEMENTS

FOUR-YEAR AGREEMENTS

INDUSTRY

INDUSTRY	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	ACRTS	EMPLS	PER CENT	CENTS PER HOUR	ACRTS	EMPLS	PER CENT	CENTS PER HOUR	ACRTS	EMPLS	PER CENT	CENTS PER HOUR	ACRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST)	12	14,828	13.7	57.7	23	27,809	9.7	46.3	11	4,909	7.5	34.0	-	-	-	-
ALL INDUSTRIES (EXCL CONST)	12	14,828	13.7	57.7	23	27,809	9.7	46.3	11	4,909	7.5	34.0	-	-	-	-
MANUFACTURING	3	1,326	12.4	48.1	5	1,215	8.1	36.3	9	4,134	6.9	32.6	-	-	-	-
FOOD, BEVERAGES	1	755	12.4	45.0	-	-	-	-	-	-	-	-	-	-	-	-
TORACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	1	206	7.3	22.0	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	1	303	13.3	50.0	1	330	6.4	34.0	2	785	8.3	38.9	-	-	-	-
MACHINERY	-	-	-	-	2	440	8.7	41.3	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	3	1,070	5.4	30.7	-	-	-	-
NON-METALLIC MINERALS	1	268	11.5	55.0	1	239	9.9	42.5	4	2,279	7.2	31.4	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	9	13,502	13.8	58.6	18	26,594	9.8	44.8	2	775	10.6	41.1	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	13	23,419	9.6	45.4	1	500	10.6	43.3	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	1	1,285	43.5	187.4	2	2,040	11.1	61.1	1	275	10.6	37.2	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	1	496	10.8	41.5	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	8	12,217	10.7	45.1	2	639	13.1	56.3	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN SECOND QUARTER OF 1974, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	74	75,111	13.2	46.4	55	35,407	12.2	64.6	3	906	7.7	42.4	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	73	74,311	13.1	45.4	47	27,157	11.7	47.1	3	906	7.7	42.4	-	-	-	-
MANUFACTURING	17	10,756	9.8	46.0	27	11,118	11.0	48.8	3	906	7.7	42.4	-	-	-	-
FOOD, BEVERAGES	1	215	11.9	48.0	5	1,630	9.5	49.1	1	475	5.2	31.6	-	-	-	-
TOBACCO	-	-	-	-	1	390	9.9	35.0	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	2	496	13.2	60.0	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	1	630	15.8	53.0	1	350	11.2	40.0	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	1	504	13.5	77.5	1	200	11.3	61.0	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	1	1,400	9.5	38.7	-	-	-	-	-	-	-	-
PRIMARY METALS	1	500	9.7	55.0	2	1,100	9.4	50.0	-	-	-	-	-	-	-	-
FABRICATED METALS	1	206	12.0	48.0	-	-	-	-	1	231	9.9	48.3	-	-	-	-
MACHINERY	1	360	10.6	49.0	2	715	10.5	44.9	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	1	375	12.3	40.0	4	1,835	11.7	53.1	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	6	4,990	8.3	38.2	2	575	11.7	47.0	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	1	595	10.1	52.0	2	555	13.1	58.0	-	-	-	-	-	-	-	-
PETROLEUM, OIL	2	550	10.2	53.6	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	2	2,335	10.2	52.6	3	1,143	11.2	41.8	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	1	425	16.3	48.5	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	56	63,555	13.7	48.7	20	16,039	12.2	45.9	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	1	231	10.4	50.0	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	1	208	10.0	52.0	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	2	1,585	12.2	42.1	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	1	220	11.2	42.0	2	904	11.8	59.3	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	1	200	12.4	54.0	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	27	14,804	11.5	40.9	6	2,966	18.4	95.4	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	2	470	10.6	40.0	1	261	8.7	34.0	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	1	350	10.1	29.0	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	6	2,554	9.7	25.7	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	11	20,809	11.7	63.0	1	7,369	10.7	32.4	-	-	-	-	-	-	-	-

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1976,
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

AVERAGE INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
NUMBER OF AGREEMENTS	178	12	74	23	55	11	3	-	-
NUMBER OF EMPLOYEES AFFECTED	158,970	14,828	75,111	27,809	35,407	4,909	906	-	-
AVERAGE PER CENT INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	13.3	11.3	13.1	11.5	15.8	14.4	10.3	-	-
SECOND 12 MONTHS OF AGREEMENT	8.1	-	7.7	7.8	8.9	5.1	5.3	-	-
THIRD 12 MONTHS OF AGREEMENT	4.9	-	-	-	4.5	4.4	7.7	-	-
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	12.2	13.7	13.2	9.7	12.2	7.5	7.7	-	-
AVERAGE CENTS-PER-HOUR INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	64.4	48.2	66.0	52.3	78.1	60.5	51.8	-	-
SECOND 12 MONTHS OF AGREEMENT	43.9	-	30.0	38.9	51.3	24.5	29.0	-	-
THIRD 12 MONTHS OF AGREEMENT	26.2	-	-	-	24.6	21.6	46.3	-	-
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	60.5	57.7	66.4	46.3	64.6	34.0	42.4	-	-

CONSTRUCTION

TABLE 9

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1976, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS
	12MOS	12MOS	12MOS	12MOS	12MOS	12MOS	12MOS	12MOS	12MOS	12MOS	12MOS	12MOS
ALL INDUSTRIES (INCL CONST) ..	13.9	8.8	5.9	-	13.1	7.7	15.8	8.9	4.5	10.3	-	-
ALL INDUSTRIES (EXCL CONST) ..	13.6	8.5	5.9	-	13.0	7.7	15.2	8.6	4.5	10.3	-	-
MANUFACTURING	11.3	8.8	5.9	-	9.8	-	12.9	9.1	4.5	10.3	-	-
FOOD, BEVERAGES	10.2	6.6	7.1	-	11.9	-	10.9	8.1	-	7.1	-	-
TORACCO	11.9	8.0	-	-	-	-	11.9	8.0	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	16.7	9.8	-	-	-	-	16.7	9.8	-	-	-	-
FURNITURE, FIXTURES	14.9	9.1	-	-	15.8	-	13.3	9.1	-	-	-	-
PAPER	18.3	8.6	8.3	-	-	-	19.4	7.9	-	15.3	10.4	8.3
PRINTING, PUBLISHING	11.0	8.1	-	-	-	-	11.0	8.1	-	-	-	-
PRIMARY METALS	10.5	8.0	-	-	9.7	-	10.8	8.0	-	-	-	-
FABRICATED METALS	12.2	9.1	8.3	-	12.0	-	-	-	-	12.5	9.1	8.3
MACHINERY	12.1	8.1	-	-	10.6	-	12.9	8.1	-	-	-	-
TRANSPORTATION EQUIP	12.6	9.6	4.5	-	12.3	-	12.7	9.6	4.5	-	-	-
ELECTRICAL PRODUCTS	8.9	9.4	-	-	8.3	-	14.0	9.4	-	-	-	-
NON-METALLIC MINERALS	12.5	11.3	-	-	10.1	-	15.0	11.3	-	-	-	-
PETROLEUM, OIL	10.2	-	-	-	10.2	-	12.6	10.3	-	-	-	-
CHEMICALS	11.0	10.3	-	-	10.2	-	18.9	13.7	-	-	-	-
MISCELLANEOUS MFG	18.9	13.7	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	14.2	8.2	-	-	13.6	7.7	16.8	8.2	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	10.4	-	-	-	10.4	-	-	-	-	-	-	-
TRANSPORTATION	10.0	-	-	-	10.0	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	13.5	11.0	-	-	-	-	13.5	11.0	-	-	-	-
ELECTRIC, GAS, WATER	12.0	11.5	-	-	11.2	-	12.2	11.5	-	-	-	-
WHOLESALE TRADE	14.9	10.0	-	-	-	-	14.9	10.0	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	14.5	8.2	-	-	11.0	-	32.1	8.2	-	-	-	-
HEALTH, WELFARE SERVICES	8.7	7.4	-	-	8.0	7.7	10.1	7.2	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	11.9	7.0	-	-	10.1	-	12.1	7.0	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	12.3	7.6	-	-	11.7	-	14.0	7.6	-	-	-	-

COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1976,
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS
ALL INDUSTRIES (INCL CONST)...	64.4	43.9	26.2	-	63.1	30.0	66.8	45.7	59.2	26.7	-	-
ALL INDUSTRIES (EXCL CONST)...	59.6	36.2	26.2	-	62.2	30.0	55.4	37.4	59.2	26.7	-	-
MANUFACTURING	50.8	36.8	26.6	-	46.2	-	52.8	41.6	56.9	25.2	-	-
FOOD, BEVERAGES	49.0	36.7	45.0	-	45.6	-	53.4	44.7	41.0	9.0	-	-
TORACCO	40.0	30.0	-	-	-	-	40.0	30.0	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	22.0	22.0	-	-	-	-	22.0	22.0	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	71.1	48.9	-	-	-	-	71.1	48.9	-	-	-	-
FURNITURE, FIXTURES	50.1	35.0	-	-	53.0	-	45.0	35.0	-	-	-	-
PAPER	95.5	52.9	51.0	-	-	-	104.1	50.9	74.0	58.0	51.0	-
PRINTING, PUBLISHING	42.6	34.9	-	-	-	-	42.6	34.9	-	-	-	-
PRIMARY METALS	59.0	33.4	22.9	-	55.0	-	53.1	39.4	72.2	22.5	22.9	-
FABRICATED METALS	48.9	39.9	45.0	-	49.2	-	45.4	37.2	55.0	45.0	45.0	-
MACHINERY	51.4	37.3	-	-	49.0	-	52.6	37.3	-	-	-	-
TRANSPORTATION EQUIP	52.7	38.2	22.3	-	60.0	-	53.9	46.4	48.1	24.0	20.0	-
ELECTRICAL PRODUCTS	45.3	29.2	20.3	-	39.0	-	50.8	40.5	57.9	25.1	20.3	-
NON-METALLIC MINERALS	57.0	53.5	-	-	52.0	-	62.5	53.5	-	-	-	-
PETROLEUM, OIL	53.6	40.9	-	-	53.6	-	-	-	-	-	-	-
CHEMICALS	49.9	40.9	-	-	52.6	-	44.4	40.9	-	-	-	-
MISCELLANEOUS MFG	52.0	45.0	-	-	-	-	52.0	45.0	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	61.8	35.9	24.1	-	64.7	30.0	56.2	36.1	73.7	25.6	24.1	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	77.3	20.0	20.0	-	50.0	-	-	-	90.0	20.0	20.0	-
TRANSPORTATION	49.5	41.3	-	-	52.0	-	49.5	41.3	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	43.7	40.4	-	-	-	-	43.7	40.4	-	-	-	-
ELECTRIC, GAS, WATER	58.5	61.0	-	-	62.0	-	57.7	61.0	-	-	-	-
WHOLESALE TRADE	61.0	47.0	-	-	-	-	61.0	47.0	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	76.3	25.6	31.6	-	60.7	-	128.2	24.7	44.2	35.9	31.6	-
HEALTH, WELFARE SERVICES	39.9	34.9	-	-	30.4	30.0	45.9	36.5	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	30.3	20.1	-	-	29.0	-	30.5	20.1	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	57.0	24.8	-	-	63.0	-	40.1	24.8	-	-	-	-
PROVINCIAL ADMINISTRATION	83.9	43.9	-	-	83.9	-	64.2	43.9	-	-	-	-
LOCAL ADMINISTRATION	47.0	43.9	-	-	46.1	-	-	-	-	-	-	-
CONSTRUCTION	143.7	98.9	-	-	159.0	-	142.3	98.9	-	-	-	-

AVERAGE LEVELS OF EMPLOYMENT IN THE MANUFACTURING SECTOR WITHOUT COST-OF-LIVING ADJUSTMENT COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1976, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE												
INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS	FIRST 12 MOS	SECOND 12 MOS	FIRST 12 MOS	SECOND 12 MOS	FIRST 12 MOS	SECOND 12 MOS	FIRST 12 MOS	SECOND 12 MOS
ALL INDUSTRIES (INCL CONST)...	69.8	50.6	34.3	-	66.0	30.0	78.1	51.3	24.6	51.8	29.0	46.3
ALL INDUSTRIES (EXCL CONST)...	63.2	35.4	34.3	-	65.0	30.0	58.6	35.7	24.6	51.8	29.0	46.3
MANUFACTURING	50.2	41.8	34.3	-	46.0	-	54.0	42.8	24.6	51.8	29.0	46.3
FOOD, BEVERAGES	50.4	36.7	45.0	-	48.0	-	53.4	44.7	-	41.0	9.0	45.0
TOBACCO	40.0	30.0	-	-	-	-	40.0	30.0	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	71.1	48.9	-	-	-	-	71.1	48.9	-	-	-	-
FURNITURE, FIXTURES	50.1	35.0	-	-	53.0	-	45.0	35.0	-	-	-	-
PAPER	95.5	52.9	51.0	-	-	-	104.1	50.9	-	74.0	58.0	51.0
PRINTING, PUBLISHING	42.6	34.9	-	-	-	-	42.6	34.9	-	-	-	-
PRIMARY METALS	55.0	45.0	-	-	55.0	-	55.0	45.0	-	-	-	-
FABRICATED METALS	51.7	45.0	45.0	-	48.0	-	-	-	-	55.0	45.0	-
MACHINERY	51.4	37.3	-	-	49.0	-	52.6	37.3	-	-	-	-
TRANSPORTATION EQUIP	54.9	46.4	24.6	-	60.0	-	53.9	46.4	24.6	-	-	-
ELECTRICAL PRODUCTS	39.7	40.8	-	-	38.2	-	53.2	40.8	-	-	-	-
NON-METALLIC MINERALS	57.0	53.5	-	-	52.0	-	62.5	53.5	-	-	-	-
PETROLEUM, OIL	53.6	-	-	-	53.6	-	-	-	-	-	-	-
CHEMICALS	49.9	40.9	-	-	52.6	-	44.4	40.9	-	-	-	-
MISCELLANEOUS MFG	52.0	45.0	-	-	-	-	52.0	45.0	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	67.0	30.1	-	-	68.3	30.0	61.8	30.1	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	50.0	-	-	-	50.0	-	-	-	-	-	-	-
TRANSPORTATION	52.0	-	-	-	52.0	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	43.7	40.4	-	-	-	-	43.7	40.4	-	-	-	-
ELECTRIC, GAS, WATER	58.5	61.0	-	-	62.0	-	57.7	61.0	-	-	-	-
WHOLESALE TRADE	61.0	47.0	-	-	-	-	61.0	47.0	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	75.5	45.2	-	-	59.2	-	157.0	45.2	-	-	-	-
HEALTH, WELFARE SERVICES	33.1	30.0	-	-	30.4	30.0	38.1	30.0	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	30.3	20.1	-	-	29.0	-	30.5	20.1	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	57.0	24.8	-	-	63.0	-	40.1	24.8	-	-	-	-
PROVINCIAL ADMINISTRATION	83.9	-	-	-	83.9	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	49.5	46.0	-	-	49.5	-	48.0	46.0	-	-	-	-
CONSTRUCTION	143.7	98.9	-	-	159.0	-	142.3	98.9	-	-	-	-

TABLE 13

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE FULL-TIME EMPLOYEES NEGOTIATED IN SECOND QUARTER OF 1976, BY SIZE OF INCREASE

ALL AGREEMENTS
AGREEMENTS WITH
COST-OF-LIVING CLAUSE
AGREEMENTS WITHOUT
COST-OF-LIVING CLAUSE

ACRTS

EMPLS

ACRTS

EMPLS

ACRTS

AVERAGE ANNUAL INCREASE
IN PER CENT

ALL INDUSTRIES, EXCLUDING CONSTRUCTION

IN PER CENT

UNDER	4.9 PER CENT	0	2,400	2	940	2	1,460
5.0 -	9.9 PER CENT	60	50,705	28	29,648	36	21,057
10.0 -	14.9 PER CENT	82	65,381	14	14,373	68	51,008
15.0 -	19.9 PER CENT	12	22,820	1	1,300	11	21,520
20.0 -	24.9 PER CENT	3	5,902	-	-	3	5,902
25.0 -	29.9 PER CENT	1	710	-	-	1	710
30.0 -	34.9 PER CENT	-	-	-	-	-	-
35.0 -	39.9 PER CENT	1	500	-	-	1	500
40.0 -	44.9 PER CENT	2	1,502	1	1,285	1	217
45.0 -	49.9 PER CENT	-	-	-	-	-	-
50.0 PER CENT AND OVER	.....	-	-	-	-	-	-
AVERAGE	12.2			10.7		12.8	

IN CENTS PER HOUR

UNDER	9.9 CENTS	-	910	-	-	-	-
10.0 -	19.9 PER CENT	1	6,122	5	1,308	11	4,814
20.0 -	29.9 PER CENT	14	36,453	17	14,998	19	19,455
30.0 -	39.9 PER CENT	34	25,227	14	15,109	23	10,118
40.0 -	49.9 PER CENT	37	27,086	7	11,208	32	15,878
50.0 -	59.9 PER CENT	39	18,828	1	338	17	18,490
60.0 -	69.9 PER CENT	18	19,987	1	1,300	9	18,687
70.0 -	79.9 PER CENT	10	6,284	-	-	4	6,284
80.0 -	89.9 PER CENT	4	-	-	-	-	-
90.0 -	99.9 PER CENT	-	-	-	-	-	-
100.0 CENTS AND OVER	.....	8	9,023	1	1,285	7	7,738
AVERAGE	60.5			48.6		65.6	

CONSTRUCTION

IN PER CENT

UNDER	4.9 PER CENT	-	-	-	-	-	-
5.0 -	9.9 PER CENT	1	300	-	-	1	300
10.0 -	14.9 PER CENT	4	3,850	-	-	6	3,850
15.0 -	19.9 PER CENT	2	4,900	-	-	2	4,900
20.0 -	24.9 PER CENT	-	-	-	-	-	-
25.0 -	29.9 PER CENT	-	-	-	-	-	-
30.0 -	34.9 PER CENT	-	-	-	-	-	-
35.0 -	39.9 PER CENT	-	-	-	-	-	-
40.0 -	44.9 PER CENT	-	-	-	-	-	-
45.0 -	49.9 PER CENT	-	-	-	-	-	-
50.0 PER CENT AND OVER	.....	-	-	-	-	-	-
AVERAGE	14.2			-		14.2	

IN CENTS PER HOUR

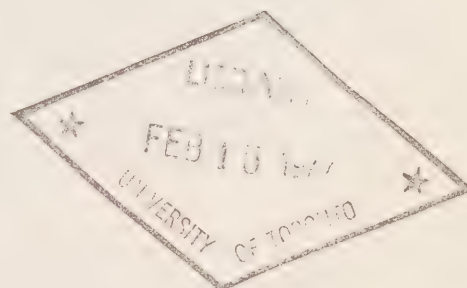
UNDER	9.9 CENTS	-	-	-	-	-	-
10.0 -	19.9 PER CENT	-	-	-	-	-	-
20.0 -	29.9 PER CENT	-	-	-	-	-	-
30.0 -	39.9 PER CENT	-	-	-	-	-	-
40.0 -	49.9 PER CENT	-	-	-	-	-	-
50.0 -	59.9 PER CENT	1	300	-	-	1	300
60.0 -	69.9 PER CENT	-	-	-	-	-	-
70.0 -	79.9 PER CENT	-	-	-	-	-	-
80.0 -	89.9 PER CENT	-	-	-	-	-	-
90.0 -	99.9 PER CENT	-	-	-	-	-	-
100.0 CENTS AND OVER	.....	-	-	-	-	-	-
AVERAGE	14.2			-		14.2	



Ontario

Ministry of
Labour

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, THIRD QUARTER 1976



Prepared by
Research Branch
Ontario Ministry of Labour
January 1977

Hon. Bette Stephenson, M.D.
Minister

T. E. Armstrong, Q.C.
Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the third quarter of 1976. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available. It should also be noted that some of the settlements may be subject to revision as a result of rulings by the Anti-Inflation Board.

Beginning with the second quarter of 1976, eight new tables have been included in the report - Tables 1 and 6-12 inclusive. Prior to this period the published data related to average annual increases only, that is, the total increase negotiated for the full term of the agreement, reduced to an annual average. This information is now contained in Tables 1-5 and 13 of the expanded report. Tables 6-12 have been added to provide data showing how the total increase is distributed in each 12 month period of the agreement. The additional data have been made possible by the completion of a new computerized processing system.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as follows: one-year - less than 18 months; two-year - 18 to 29 months; three-year - 30 to 41 months; and four-year - 42 to 53 months.

The data in this report were prepared for computer processing by Susan Markell, Kris Krestensen and Donald Reshetnyk. For further information on any of the tables, please call Susan Markell, Research Branch, Ontario Ministry of Labour (965-6101).

Toronto
January 12, 1977

Highlights

During the third quarter of 1976, a total of 194 collective agreements, covering over 148,000 employees, were negotiated in Ontario for bargaining units of 200 or more employees. The heavy volume of bargaining activity reflected in these figures represents the continuation of a trend which has been evident throughout 1976. In fact, the 510 agreements negotiated in the first nine months of the year were only 19 short of the corresponding figure for the whole of 1975, whilst the number of employees covered, at almost 434,000, is well in excess of the 327,000 covered during 1975. The agreements concluded in the third quarter of 1976 were heavily concentrated in two industries (education and related services, health and welfare services) which accounted for almost one-half of all agreements negotiated. Similarly, these two industries together with transportation, retail trade, and provincial and local administration accounted for more than 76 per cent of all employees covered.

The average annual base wage rate increase for all industries in the third quarter of 1976 was 12.4 per cent, compared with 12.2 per cent in the previous quarter. The average percentage increase in both manufacturing and non-manufacturing was higher in the third quarter than in the second, as the table below reveals (the construction data for the third quarter relate to only four agreements).

	Average Annual Increases			
	Third Quarter		Second Quarter	
	1976		1976	
	Per cent	Cents per hour	Per cent	Cents per hour
All industries, including construction	12.4	53.3	12.2	60.5
Manufacturing	10.4	48.4	9.8	44.8
Non-Manufacturing (excluding construction)	12.8	53.8	12.6	59.5
Construction	15.4	96.1	14.2	125.2

In non-manufacturing industries the rise in base wage rate percentage increases in the third quarter was at least partly attributable to a reduction in the proportion of agreements containing cost-of-living provisions. Agreements with COLA clauses generally contain lower percentage increases than those without such clauses, in part because the cost-of-living increase itself is not included in the wage statistics published.

A switch away from inclusion of COLA clauses in agreements is also evident in the manufacturing sector, where less than 12 per cent of the third quarter agreements made provision for cost-of-living increases. This proportion is by far the lowest recorded for any quarter since 1974.

Base wage rate percentage increases declined between the second and third quarters of 1976 for one-year agreements, but rose for two-year agreements. At the same time, one-year agreements as a proportion of all agreements declined, whilst the proportion of two-year agreements increased markedly. The reasons for this switch, which reverses the previously well established trend towards shorter term agreements, are not immediately obvious. It is possible, however, that this may be a purely temporary phenomenon associated with the scheduled date for termination of the anti-inflation controls program. In most cases, two-year agreements concluded in the third quarter of 1976 will expire shortly before the controls program is due to end in late 1978.

Table 13 shows average annual increases in base wage rates by size range of increase. Excluding construction agreements, 58 agreements (31 per cent of the total) contained increases of less than 10 per cent, whilst 17 (9 per cent) had increases of 15 per cent or more. The corresponding proportions for the previous quarter were both higher, at 40 per cent and 11 per cent respectively. Thus, compared with the second quarter of 1976, third quarter increases showed a greater tendency to be concentrated in the 10.0-14.9 per cent range.

Tables 6-12 reveal that, in general, the established practice of including the largest percentage wage increase in the first year of multi-year agreements has continued. For example, increases in the first year of two-year agreements were on average approximately 3 percentage points higher than in the second year in both manufacturing and non-manufacturing. The agreements for the construction industry show a much stronger tendency towards "front-end loading", although the small number of agreements concluded in this industry in the third quarter makes such comparisons potentially misleading.

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING
 AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
 IN THIRD QUARTER OF 1976, BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	194	79	111	4	-	-
NUMBER OF EMPLOYEES AFFECTED	148,292	89,267	56,375	2,650	-	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	12.4	12.8	12.0	9.2	-	-
AGREEMENTS WITH COL CLAUSE	10.9	8.0	13.2	7.1	-	-
AGREEMENTS WITHOUT COL CLAUSE	12.9	13.8	11.2	10.9	-	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	53.3	55.4	49.8	53.3	-	-
AGREEMENTS WITH COL CLAUSE	50.0	47.9	51.6	48.0	-	-
AGREEMENTS WITHOUT COL CLAUSE	54.4	56.9	48.8	57.3	-	-

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING
200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1976, BY INDUSTRY

INDUSTRY	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST) ..	194	148,292	12.4	53.3	23	37,385	10.9	50.0	171	110,907	12.9	54.4
ALL INDUSTRIES (EXCL CONST) ..	190	147,192	12.4	52.9	23	37,385	10.9	50.0	167	109,807	12.9	53.9
MANUFACTURING	51	22,713	10.4	48.4	6	3,690	9.5	45.6	45	19,023	10.6	48.9
FOOD, BEVERAGES	8	7,564	9.0	49.2	1	1,000	8.7	47.5	7	6,564	9.0	49.5
TOBACCO	1	330	14.3	79.5	-	-	-	-	1	330	14.3	79.5
RUBBER, PLASTICS	1	280	11.0	46.5	-	-	-	-	1	280	11.0	46.5
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	2	905	10.7	44.1	-	-	-	-	2	905	10.7	44.1
KNITTING MILLS	2	540	11.8	33.2	-	-	-	-	2	540	11.8	33.2
CLOTHING	1	800	11.0	33.0	-	-	-	-	1	800	11.0	33.0
WOOD	3	780	12.0	57.6	-	-	-	-	3	780	12.0	57.6
FURNITURE, FIXTURES	3	745	17.6	58.9	-	-	-	-	3	745	17.6	58.9
PAPER	8	2,941	11.3	57.3	-	-	-	-	8	2,941	11.3	57.3
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	5	2,141	9.0	42.3	-	-	-	-	-	-	-	-
FABRICATED METALS	1	297	7.6	38.9	1	940	8.5	42.5	4	1,201	9.3	42.2
MACHINERY	2	550	10.4	52.1	-	-	-	-	1	297	7.6	38.9
TRANSPORTATION EQUIP	6	2,025	11.5	52.6	1	350	10.1	55.0	1	200	11.0	47.0
ELECTRICAL PRODUCTS	2	425	11.3	57.3	2	800	12.0	55.0	4	1,225	11.1	51.0
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	2	425	11.3	57.3
PETROLEUM, OIL	1	200	12.4	40.0	-	-	-	-	-	-	-	-
CHEMICALS	5	2,190	10.2	34.6	1	600	9.0	29.5	1	200	12.4	40.0
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	4	1,590	10.7	36.6
NON-MANUFACTURING (EXCL CONST)	139	124,479	12.8	53.8	17	33,695	11.1	50.5	122	90,784	13.4	55.0
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	2	810	7.4	35.1	1	210	9.9	50.0	1	600	6.5	30.0
TRANSPORTATION	9	12,830	9.6	50.0	5	10,110	9.5	49.6	4	2,720	9.9	51.6
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	4	14,720	14.9	55.6	4	14,720	14.9	55.6	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	1	650	15.2	85.0	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES ..	32	20,023	8.1	44.8	6	4,055	2.5	16.7	1	650	15.2	85.0
HEALTH, WELFARE SERVICES ..	61	22,261	11.2	47.3	-	-	-	-	26	15,968	9.6	51.9
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	61	22,261	11.2	47.3
MANAGEMENT SERVICES	2	1,105	7.5	19.6	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	2	1,105	7.5	19.6
MISCELLANEOUS SERVICES	7	8,695	17.7	73.2	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	5	30,045	17.3	59.0	-	-	-	-	7	8,695	17.7	73.2
PROVINCIAL ADMINISTRATION ..	14	13,340	10.2	57.6	-	-	-	-	5	30,045	17.3	59.0
LOCAL GOVERNMENT ADMINISTRATION	-	-	-	-	1	4,600	10.0	65.7	15	8,740	10.3	53.4

BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	79	89,267	12.8	55.4		111	56,375	12.0	49.8		4	2,650	9.2	53.3		-	-	-	-	
ALL INDUSTRIES (EXCL CONST).	77	88,867	12.8	55.4		109	55,675	11.9	49.0		4	2,650	9.2	53.3		-	-	-	-	
MANUFACTURING	14	8,305	9.7	47.7		34	12,558	10.8	47.5		3	1,850	10.7	56.9		-	-	-	-	
FOOD, BEVERAGES	4	5,874	8.6	48.3		4	1,690	10.2	52.4		-	-	-	-		-	-	-	-	
TOBACCO	-	-	-	-		1	330	14.3	79.5		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		1	280	11.0	46.5		-	-	-	-		-	-	-	-	
LEATHER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TEXTILES	-	-	-	-		2	905	10.7	44.1		-	-	-	-		-	-	-	-	
KNITTING MILLS	1	300	14.3	39.7		1	240	8.5	25.0		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		1	800	11.0	33.0		-	-	-	-		-	-	-	-	
WOOD	1	280	11.2	47.0		2	500	12.5	63.6		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	2	500	17.2	56.0		1	245	18.4	65.0		-	-	-	-		-	-	-	-	
PAPER	1	200	12.4	57.0		6	1,641	11.3	54.5		1	1,100	11.0	61.5		-	-	-	-	
PRINTING, PUBLISHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PRIMARY METALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FABRICATED METALS	1	204	7.5	35.0		3	1,537	8.7	42.4		-	-	-	-		-	-	-	-	
MACHINERY	1	297	7.6	38.9		-	-	-	-		1	400	10.6	46.0		-	-	-	-	
TRANSPORTATION EQUIP	1	200	11.0	47.0		-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRICAL PRODUCTS	1	250	11.3	49.0		5	1,775	11.5	53.1		1	350	10.1	55.0		-	-	-	-	
NON-METALLIC MINERALS	-	-	-	-		2	425	11.3	57.3		-	-	-	-		-	-	-	-	
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	1	200	12.4	40.0		-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		5	2,190	10.2	34.6		-	-	-	-		-	-	-	-	
NON-MANUFACTURING(EXCL CONST	63	80,562	13.1	56.2		75	43,117	12.2	49.5		1	800	5.8	45.0		-	-	-	-	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	1	600	6.5	30.0		1	210	9.9	50.0		-	-	-	-		-	-	-	-	
TRANSPORTATION	5	9,100	10.0	54.0		3	2,930	9.3	39.2		1	800	5.8	45.0		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		4	14,720	14.9	55.6		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	1	650	15.2	85.0		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	30	18,918	8.1	44.5		2	1,105	8.3	48.8		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	1	475	11.2	45.0		60	21,786	11.2	47.3		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		2	1,105	7.5	19.6		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	5	7,724	18.2	73.8		2	971	13.9	68.7		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	5	30,045	17.3	59.0		-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	15	13,050	10.2	57.7		1	290	10.6	53.2		-	-	-	-		-	-	-	-	
CONSTRUCTION	2	400	11.0	65.5		2	700	17.9	113.5		-	-	-	-		-	-	-	-	

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE UNION EMPLOYEES, NEGOTIATED
IN THIRD QUARTER OF 1976, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	8	15,035	8.0	47.9	13	21,200	13.2	51.6	2	1,150	7.1	48.0	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	8	15,035	8.0	47.9	13	21,200	13.2	51.6	2	1,150	7.1	48.0	-	-	-	-
MANUFACTURING	-	-	-	-	5	3,340	9.5	44.6	1	350	10.1	55.0	-	-	-	-
FOOD, BEVERAGES	-	-	-	-	1	1,000	8.7	47.5	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	-	-	-	-	1	940	8.5	42.5	-	-	-	-	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	1	350	10.1	55.0	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	2	800	12.0	55.0	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	1	600	9.0	29.5	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	8	15,035	8.0	47.9	8	17,860	13.9	52.9	1	800	5.8	45.0	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	1	210	9.9	50.0	-	-	-	-	-	-	-	-
TRANSPORTATION	1	6,380	10.0	55.0	3	2,930	9.3	39.2	1	800	5.8	45.0	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	4	14,720	14.9	55.6	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	6	4,055	2.5	16.7	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	71	74,232	13.8	56.9		98	35,175	11.2	48.8		2	1,500	10.9	57.3		-	-	-	-	
ALL INDUSTRIES (EXCL CONST).	69	73,832	13.8	56.9		96	34,875	11.1	47.5		2	1,500	10.9	57.3		-	-	-	-	
MANUFACTURING	14	8,305	9.7	47.7		29	9,218	11.3	48.6		2	1,500	10.9	57.3		-	-	-	-	
FOOD, BEVERAGES	4	5,874	8.6	48.3		3	690	12.5	59.6		-	-	-	-		-	-	-	-	
TOBACCO	-	-	-	-		1	330	14.3	79.5		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		1	280	11.0	46.5		-	-	-	-		-	-	-	-	
LEATHER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TEXTILES	-	-	-	-		2	905	10.7	44.1		-	-	-	-		-	-	-	-	
KNITTING MILLS	1	300	14.3	39.7		1	240	8.5	25.0		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		1	800	11.0	33.0		-	-	-	-		-	-	-	-	
WOOD	1	280	11.2	47.0		2	500	12.5	63.6		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	2	500	17.2	56.0		1	245	18.4	65.0		-	-	-	-		-	-	-	-	
PAPER	1	200	12.4	57.0		6	1,641	11.3	54.5		1	1,100	11.0	61.5		-	-	-	-	
PRINTING, PUBLISHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PRIMARY METALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FABRICATED METALS	1	204	7.5	35.0		2	597	9.1	42.2		-	-	-	-		-	-	-	-	
MACHINERY	1	297	7.6	38.9		-	-	-	-		1	400	10.6	46.0		-	-	-	-	
TRANSPORTATION EQUIP	1	200	11.0	47.0		-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRICAL PRODUCTS	1	250	11.3	49.0		3	975	11.0	51.5		-	-	-	-		-	-	-	-	
NON-METALLIC MINERALS	-	-	-	-		2	425	11.3	57.3		-	-	-	-		-	-	-	-	
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	1	200	12.4	40.0		-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		4	1,590	10.7	36.6		-	-	-	-		-	-	-	-	
NON-MANUFACTURING (EXCL CONST)	55	65,527	14.3	58.1		67	25,257	11.0	47.1		-	-	-	-		-	-	-	-	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	1	600	6.5	30.0		-	-	-	-		-	-	-	-		-	-	-	-	
TRANSPORTATION	4	2,720	9.9	51.6		-	-	-	-		-	-	-	-		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	1	650	15.2	85.0		-	-	-	-		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	24	14,863	9.7	52.1		2	1,105	8.3	48.8		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	1	475	11.2	45.0		60	21,786	11.2	47.3		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		2	1,105	7.5	19.6		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	5	7,724	18.2	73.8		2	971	13.9	68.7		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	5	30,045	17.3	59.0		-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	14	8,450	10.3	53.4		1	290	10.6	53.2		-	-	-	-		-	-	-	-	
CONSTRUCTION	2	400	11.0	65.5		2	700	17.9	113.5		-	-	-	-		-	-	-	-	

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1976,
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

AVERAGE INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
NUMBER OF AGREEMENTS	194	8	71	13	98	2	2	-	-
NUMBER OF EMPLOYEES AFFECTED	148,292	15,035	74,232	21,200	35,175	1,150	1,500	-	-
AVERAGE PER CENT INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	12.8	8.0	12.9	15.3	13.4	7.2	10.9	-	-
SECOND 12 MONTHS OF AGREEMENT ...	10.8	-	4.2	11.5	10.6	7.1	10.3	-	-
THIRD 12 MONTHS OF AGREEMENT	7.1	-	-	-	-	7.1	7.2	-	-
FOURTH 12 MONTHS OF AGREEMENT ...	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	12.4	8.0	13.8	13.2	11.2	7.1	10.9	-	-
AVERAGE CENTS-PER-HOUR INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	53.9	47.9	53.8	56.5	55.5	44.5	52.2	-	-
SECOND 12 MONTHS OF AGREEMENT ...	48.0	-	14.8	48.2	48.0	48.0	55.2	-	-
THIRD 12 MONTHS OF AGREEMENT	46.9	-	-	-	-	51.5	43.4	-	-
FOURTH 12 MONTHS OF AGREEMENT ...	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	53.3	47.9	56.9	51.6	48.8	48.0	57.3	-	-

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	12.8	10.8	7.1	-	12.1	4.2	14.1	11.0	-	9.3	8.9	7.1	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	12.8	10.9	7.1	-	12.1	5.9	14.0	11.0	-	9.3	8.9	7.1	-	-	-	-
MANUFACTURING	11.3	9.7	7.5	-	9.6	5.9	12.5	9.7	-	11.0	10.2	7.5	-	-	-	-
FOOD, BEVERAGES	9.6	8.0	-	-	8.6	-	12.8	8.0	-	-	-	-	-	-	-	-
TOBACCO	19.0	9.9	-	-	-	-	19.0	9.9	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	12.0	10.0	-	-	-	-	12.0	10.0	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	12.7	8.6	-	-	-	-	12.7	8.6	-	-	-	-	-	-	-	-
KNITTING MILLS	11.1	6.9	-	-	12.9	5.9	8.9	8.2	-	-	-	-	-	-	-	-
CLOTHING	11.9	10.0	-	-	-	-	11.9	10.0	-	-	-	-	-	-	-	-
WOOD	13.5	10.2	-	-	11.2	-	14.8	10.2	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	17.2	19.8	-	-	17.2	-	17.0	19.8	-	-	-	-	-	-	-	-
PAPER	10.6	11.5	8.3	-	12.4	-	10.6	12.2	-	10.3	10.4	8.3	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	10.5	9.0	4.0	-	7.5	-	10.3	8.7	-	12.5	10.0	4.0	-	-	-	-
MACHINERY	7.6	-	-	-	7.6	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	11.1	10.0	9.1	-	11.0	-	-	-	-	11.2	10.0	9.1	-	-	-	-
ELECTRICAL PRODUCTS	13.9	9.3	-	-	11.3	-	14.2	9.3	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	16.3	8.3	-	-	-	-	16.3	8.3	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	12.4	-	-	-	12.4	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	11.4	9.0	-	-	-	-	11.4	9.0	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	13.0	11.3	6.1	-	12.4	-	14.4	11.4	-	5.5	5.9	6.1	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	7.9	8.0	-	-	6.5	-	11.9	8.0	-	-	-	-	-	-	-	-
TRANSPORTATION	10.3	7.6	6.1	-	10.0	-	12.5	8.2	-	5.5	5.9	6.1	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	17.0	12.8	-	-	-	-	17.0	12.8	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	15.2	-	-	-	15.2	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	8.4	6.2	-	-	8.2	-	11.4	6.2	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	13.2	11.2	-	-	11.2	-	13.3	11.2	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	8.4	6.7	-	-	-	-	-	6.7	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	8.4	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	10.9	12.2	-	-	10.4	-	15.6	12.2	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	17.3	-	-	-	17.3	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	10.4	-	-	-	10.2	-	18.4	-	-	-	-	-	-	-	-	-
CONSTRUCTION	21.7	5.1	-	-	10.8	1.7	27.9	6.0	-	-	-	-	-	-	-	-

TABLE 8

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1976, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS
ALL INDUSTRIES (INCL CONST) ..	12.1	11.3	7.1	7.1	8.0	11.5	7.2	7.1	7.1	7.1	-	-
ALL INDUSTRIES (EXCL CONST) ..	12.1	11.3	7.1	7.1	8.0	11.5	7.2	7.1	7.1	7.1	-	-
MANUFACTURING	10.6	8.5	9.1			8.4	11.2	10.0	9.1			
FOOD, BEVERAGES	9.5	7.8				7.8						
TOBACCO												
RUBBER, PLASTICS												
LEATHER												
TEXTILES												
KNITTING MILLS												
CLOTHING												
WOOD												
FURNITURE, FIXTURES												
PAPER												
PRINTING, PUBLISHING												
PRIMARY METALS												
FABRICATED METALS	8.3	8.6				8.6						
MACHINERY												
TRANSPORTATION EQUIP	11.2	10.0	9.1				11.2	10.0	9.1			
ELECTRICAL PRODUCTS	15.1	9.1				9.1						
NON-METALLIC MINERALS												
PETROLEUM, OIL												
CHEMICALS												
MISCELLANEOUS MFG	9.8	8.1				8.1						
NON-MANUFACTURING (EXCL CONST)	12.3	11.9	6.1		8.0	12.1	5.5	5.9	6.1			
FORESTRY												
MINING, QUARRYING	11.9	8.0				8.0						
TRANSPORTATION	10.4	7.6	6.1		10.0	8.2	5.5	5.9	6.1			
STORAGE												
COMMUNICATIONS												
ELECTRIC, GAS, WATER												
WHOLESALE TRADE												
RETAIL TRADE	17.0	12.8				12.8						
FINANCE												
INSURANCE, REAL ESTATE												
EDUCATION, RELATED SERVICES ..	2.5				2.5							
HEALTH, WELFARE SERVICES ..												
RECREATIONAL SERVICES												
MANAGEMENT SERVICES												
PERSONAL SERVICES												
MISCELLANEOUS SERVICES												
FEDERAL ADMINISTRATION												
PROVINCIAL ADMINISTRATION ..												

TABLE 10

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1976, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS
ALL INDUSTRIES (INCL CONST) ..	53.9	48.0	46.9	-	52.8	14.8	55.9	48.1	48.8	52.1	46.9	-
ALL INDUSTRIES (EXCL CONST) ..	53.3	48.2	46.9	-	52.7	18.0	54.5	48.1	48.8	52.1	46.9	-
MANUFACTURING	50.5	45.5	45.6	-	47.6	18.0	52.2	44.7	52.7	55.2	45.6	-
FOOD, BEVERAGES	51.5	43.3	-	-	48.3	-	62.8	43.3	-	-	-	-
TOBACCO	98.0	61.0	-	-	-	-	98.0	61.0	-	-	-	-
RUBBER, PLASTICS	48.0	45.0	-	-	-	-	48.0	45.0	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	50.0	38.2	-	-	-	-	50.0	38.2	-	-	-	-
KNITTING MILLS	30.5	21.1	-	-	35.0	18.0	25.0	25.0	-	-	-	-
CLOTHING	34.0	32.0	-	-	-	-	34.0	32.0	-	-	-	-
WOOD	62.3	56.2	-	-	47.0	-	71.0	56.2	-	-	-	-
FURNITURE, FIXTURES	55.6	75.0	-	-	56.0	-	55.0	75.0	-	-	-	-
PAPER	50.4	60.2	52.0	-	57.0	-	47.9	61.1	53.0	59.0	52.0	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	46.7	45.0	20.0	-	35.0	-	47.4	45.0	50.0	45.0	20.0	-
MACHINERY	38.9	-	-	-	38.9	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	52.1	55.0	55.0	-	47.0	-	-	-	55.0	55.0	55.0	-
ELECTRICAL PRODUCTS	60.7	46.8	-	-	49.0	-	62.4	46.8	-	-	-	-
NON-METALLIC MINERALS	79.3	45.0	-	-	-	-	79.3	45.0	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	40.0	-	-	-	40.0	-	-	-	-	-	-	-
MISCELLANEOUS MFG	36.6	32.7	-	-	-	-	36.6	32.7	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	53.9	49.0	50.0	-	53.3	-	55.2	49.1	40.0	45.0	50.0	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	37.0	43.0	-	-	30.0	-	57.0	43.0	-	-	-	-
TRANSPORTATION	52.6	37.1	50.0	-	54.0	-	52.0	34.2	40.0	45.0	50.0	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	59.5	51.8	-	-	-	-	59.5	51.8	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	85.0	-	-	-	85.0	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	45.8	33.0	-	-	44.6	-	67.1	33.0	-	-	-	-
HEALTH, WELFARE SERVICES	52.5	50.2	-	-	45.0	-	52.6	50.2	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	21.0	18.2	-	-	-	-	21.0	18.2	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	46.8	65.4	-	-	43.6	-	72.0	65.4	-	-	-	-
PROVINCIAL ADMINISTRATION	59.0	-	-	-	59.0	-	-	-	-	-	-	-

TABLE 12

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1976, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS
ALL INDUSTRIES (INCL CONST)...	54.3	47.9	43.4	-	53.8	14.8	55.5	48.0	52.2	55.2	43.4	-
ALL INDUSTRIES (EXCL CONST)...	53.6	48.1	43.4	-	53.7	18.0	53.3	48.1	52.2	55.2	43.4	-
MANUFACTURING	51.0	46.4	43.4	-	47.6	18.0	53.9	45.8	52.2	55.2	43.4	-
FOOD, BEVERAGES	51.8	39.6	-	-	48.3	-	81.4	39.6	-	-	-	-
TOBACCO	98.0	61.0	-	-	-	-	98.0	61.0	-	-	-	-
RUBBER, PLASTICS	48.0	45.0	-	-	-	-	48.0	45.0	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	50.0	38.2	-	-	-	-	50.0	38.2	-	-	-	-
KNITTING MILLS	30.5	21.1	-	-	35.0	18.0	25.0	25.0	-	-	-	-
CLOTHING	34.0	32.0	-	-	-	-	34.0	32.0	-	-	-	-
WOOD	62.3	56.2	-	-	47.0	-	71.0	56.2	-	-	-	-
FURNITURE, FIXTURES	55.6	75.0	-	-	56.0	-	55.0	75.0	-	-	-	-
PAPER	50.4	60.2	52.0	-	57.0	-	47.9	61.1	53.0	59.0	52.0	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	51.9	45.0	20.0	-	35.0	-	59.0	45.0	50.0	45.0	20.0	-
MACHINERY	38.9	-	-	-	38.9	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	47.0	-	-	-	47.0	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	57.9	48.7	-	-	49.0	-	60.1	48.7	-	-	-	-
NON-METALLIC MINERALS	79.3	45.0	-	-	-	-	79.3	45.0	-	-	-	-
PETROLEUM, OIL	40.0	-	-	-	40.0	-	-	-	-	-	-	-
CHEMICALS	38.7	34.5	-	-	-	-	38.7	34.5	-	-	-	-
MISCELLANEOUS MF6	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	54.1	48.8	-	-	54.5	-	53.0	48.8	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	30.0	-	-	-	30.0	-	-	-	-	-	-	-
TRANSPORTATION	51.6	-	-	-	51.6	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	85.0	-	-	-	85.0	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	53.2	33.0	-	-	52.2	-	67.1	33.0	-	-	-	-
HEALTH, WELFARE SERVICES	52.5	50.2	-	-	45.0	-	52.6	50.2	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	21.0	18.2	-	-	-	-	21.0	18.2	-	-	-	-
MISCELLANEOUS SERVICES	46.8	65.4	-	-	-	-	72.0	65.4	-	-	-	-
FEDERAL ADMINISTRATION	59.0	-	-	-	43.6	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	59.0	-	-	-	-	-	-	-

AVERAGE ANNUAL INCREASE			ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	
IN PER CENT			AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
ALL INDUSTRIES, EXCLUDING CONSTRUCTION								
UNDER	4.9 PER CENT	.....	6	4,105	3	2,840	3	1,265
5.0 -	9.9 PER CENT	.....	52	33,000	10	7,175	42	25,825
10.0 -	14.9 PER CENT	.....	115	74,872	8	20,279	107	54,593
15.0 -	19.9 PER CENT	.....	13	12,607	2	7,091	11	5,516
20.0 -	24.9 PER CENT	.....	4	22,608	-	-	4	22,608
25.0 -	29.9 PER CENT	.....	-	-	-	-	-	-
30.0 -	34.9 PER CENT	.....	-	-	-	-	-	-
35.0 -	39.9 PER CENT	.....	-	-	-	-	-	-
40.0 -	44.9 PER CENT	.....	-	-	-	-	-	-
45.0 -	49.9 PER CENT	.....	-	-	-	-	-	-
50.0 PER CENT AND OVER	.....	.....	-	-	-	-	-	-
AVERAGE			12.4		10.9		12.9	
CONSTRUCTION								
UNDER	9.9 CENTS	.....	3	2,840	3	2,840	-	-
10.0 -	19.9 PER CENT	.....	1	870	-	-	1	870
20.0 -	29.9 PER CENT	.....	9	3,650	2	850	7	2,800
30.0 -	39.9 PER CENT	.....	17	8,980	1	1,500	16	7,480
40.0 -	49.9 PER CENT	.....	82	41,863	6	4,615	76	37,248
50.0 -	59.9 PER CENT	.....	43	36,222	8	18,160	35	18,062
60.0 -	69.9 PER CENT	.....	25	42,663	2	8,900	23	33,763
70.0 -	79.9 PER CENT	.....	4	2,100	1	520	3	1,580
80.0 -	89.9 PER CENT	.....	4	5,903	-	-	4	5,903
90.0 -	99.9 PER CENT	.....	2	2,101	-	-	2	2,101
100.0 CENTS AND OVER	.....	.....	-	-	-	-	-	-
AVERAGE			53.3		50.0		54.4	
CONSTRUCTION								
UNDER	4.9 PER CENT	.....	-	-	-	-	-	-
5.0 -	9.9 PER CENT	.....	1	200	-	-	1	200
10.0 -	14.9 PER CENT	.....	1	200	-	-	1	200
15.0 -	19.9 PER CENT	.....	2	700	-	-	2	700
20.0 -	24.9 PER CENT	.....	-	-	-	-	-	-
25.0 -	29.9 PER CENT	.....	-	-	-	-	-	-
30.0 -	34.9 PER CENT	.....	-	-	-	-	-	-
35.0 -	39.9 PER CENT	.....	-	-	-	-	-	-
40.0 -	44.9 PER CENT	.....	-	-	-	-	-	-
45.0 -	49.9 PER CENT	.....	-	-	-	-	-	-
50.0 PER CENT AND OVER	.....	.....	-	-	-	-	-	-
AVERAGE			15.4		-		15.4	
CONSTRUCTION								
UNDER	9.9 CENTS	.....	-	-	-	-	-	-
10.0 -	19.9 PER CENT	.....	-	-	-	-	-	-
20.0 -	29.9 PER CENT	.....	-	-	-	-	-	-
30.0 -	39.9 PER CENT	.....	-	-	-	-	-	-
40.0 -	49.9 PER CENT	.....	1	200	-	-	1	200
50.0 -	59.9 PER CENT	.....	-	-	-	-	-	-
60.0 -	69.9 PER CENT	.....	-	-	-	-	-	-
70.0 -	79.9 PER CENT	.....	-	-	-	-	-	-
80.0 -	89.9 PER CENT	.....	1	200	-	-	1	200
90.0 -	99.9 PER CENT	.....	-	-	-	-	-	-
100.0 CENTS AND OVER	.....	.....	2	700	-	-	2	700
AVERAGE			96.1		-		96.1	



Ontario

Ministry of
Labour

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FOURTH QUARTER 1976



Prepared by

Research Branch

Ontario Ministry of Labour

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Hon. Bette Stephenson, M.D.
Minister

T. E. Armstrong, Q.C.
Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the fourth quarter of 1976. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available. It should also be noted that some of the settlements may be subject to revision as a result of rulings by the Anti-Inflation Board.

Beginning with the second quarter of 1976, eight new tables have been included in the report - Tables 1 and 6-12 inclusive. Prior to this period the published data related to average annual increases only, that is, the total increase negotiated for the full term of the agreement, reduced to an annual average. This information is now contained in Tables 1-5 and 13 of the expanded report. Tables 6-12 have been added to provide data showing how the total increase is distributed in each 12 month period of the agreement. The additional data have been made possible by the completion of a new computerized processing system.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as follows: one-year - less than 18 months; two-year - 18 to 29 months; three-year - 30 to 41 months; and four-year - 42 to 53 months.

The data in this report were prepared for computer processing by Susan Markell, Kris Krestensen and Donald Reshetnyk. For further information on any of the tables, please call Susan Markell, Research Branch, Ontario Ministry of Labour (965-6101).

HIGHLIGHTS

During the fourth quarter of 1976, a total of 134 collective agreements, covering almost 182,000 employees, were negotiated in Ontario for bargaining units of 200 or more employees. The number of agreements concluded was lower than in either of the two preceding quarters, but the number of employees covered was larger than in any quarter since at least 1971. Preliminary figures for the whole of 1976 reveal that more than 660 agreements, covering over 620,000 employees, were concluded for bargaining units of 200 or more employees in Ontario. This represents by far the heaviest volume of settlement activity in any single year since the Ministry of Labour began maintaining systematic records on wage developments in collective bargaining agreements in 1971.

The average annual base wage rate increase for all industries in the fourth quarter of 1976 was 8.6 per cent, the lowest quarterly figure for three years. This sharp reduction in negotiated base wage rate increases, which had not fallen below 12 per cent since the first quarter of 1974, may reflect to some extent the continuing influence of the anti-inflation program and the current high degree of slack in the economy. Base wage rate increases in manufacturing dipped to 5.0 per cent on an annual basis, largely as a result of a sharp reduction in wage increases in contracts containing cost-of-living clauses. The moderation in base wage rate increases in non-manufacturing industries was less marked, although the recorded average annual increase of 10.7 per cent in the fourth quarter of 1976 was the lowest for this sector since early 1974.

	Average Annual Increases			
	Fourth Quarter 1976		Third Quarter 1976	
	Per cent	Cents per hour	Per cent	Cents per hour
All industries, including construction	8.6	40.7	12.4	53.3
Manufacturing	5.0	29.2	10.4	48.4
Non-Manufacturing (excluding construction)	10.7	47.5	12.8	53.8
Construction	-	-	15.4	96.1

The fourth quarter figures for manufacturing were dominated by one industry, transportation equipment, which alone

accounted for more than 80 per cent of the manufacturing employees covered by agreements concluded in this quarter. The average annual increase in base wage rates in the transportation equipment industry was 4.1 per cent only, largely as a result of the settlement pattern adopted in agreements between the United Auto Workers and the three largest automobile manufacturers. These agreements followed the traditional auto industry pattern of a relatively low general wage increase plus cost-of-living protection and improvements in fringe benefits. The latter two items are not included in the measures of wage change used in this report. Thus, despite the fact that increases in the remainder of manufacturing averaged 8.8 per cent (also exclusive of cost-of-living increases), the heavy weight accorded to wage changes in the transportation equipment industry reduced the average annual base wage rate increase for manufacturing as a whole to 5.0 per cent.

The overall base wage rate increases in the non-manufacturing sector were also strongly influenced by a limited number of major agreements. Two industry groups, education and related services and provincial administration, accounted for almost 70 per cent of all non-manufacturing employees affected by agreements covering 200 or more employees concluded in the fourth quarter of 1976. The coincidental occurrence, within the same quarter, of two very different types of settlement pattern (in transportation equipment and provincial administration, respectively), each covering substantial numbers of employees, illustrates some of the limitations of the base wage rate concept as an indication of relative wage change. In contrast to the transportation equipment industry pattern described above, fourth quarter settlements in provincial administration comprised general wage increases specified as a small percentage increase on existing rates plus a flat dollar amount, with no cost-of-living clause and no fringe benefit improvements. Increases specified as a uniform dollar addition to all rates, rather than an across-the-board uniform percentage increase, obviously result in a larger percentage improvement in base rates than in rates above the base level.

More generally, the use of any measure relating to wage increases alone obviously tends to neglect the importance of the significant fringe benefit improvements which have occurred in many industries in the past few years. However, the anti-inflation guidelines were formulated with a view to taking at least some of these non-wage items into account by basing calculations on changes in total compensation rather than in wage levels alone. The Anti-Inflation Board calculated compensation increases contained in the major auto industry contracts concluded in the fourth quarter of 1976 as (approximately) 10.2 per cent (first year), 8.2 per cent (second year) and 6.1 per cent (third year). The corresponding base wage rate increases averaged 5.6 per cent, 3.1 per cent and 3.0 per cent, respectively (i.e. much lower than the compensation increases, because of the emphasis placed on cost-of-living protection and non-wage benefit items).

The AIB's calculations of proposed compensation increases in the eight provincial administration contracts settled in the fourth quarter of 1976 ranged from 6.7 per cent to 10.9 per cent, with an average compensation increase of approximately 8.4 per cent over one year. The corresponding base wage rate increases ranged from 8.2 per cent to 13.5 per cent, with an average of 10.1 per cent. Therefore, compensation increases were lower than base wage rate increases, by almost two percentage points on average, due to the form of settlement (viz. increases were confined solely to wages, and the use of flat dollar increases resulted in base rate increases exceeding average wage rate increases).

Table 3 reveals that base wage rate increases in two-year agreements exceeded those in one-year agreements during the fourth quarter of 1976 in both manufacturing and non-manufacturing. This is contrary to the general pattern established during the past three years, although it represents the third successive quarter in which increases in two-year agreements have exceeded those in one-year agreements in the manufacturing sector. Moreover, during this period the difference between base wage rate increases in one-year and two-year agreements in manufacturing has been steadily widening in favour of the latter. A change in the relationship between use of cost-of-living clauses and agreement duration appears to offer a partial explanation. During 1976, in comparison with the previous year, the incidence of COLA clauses in one-year agreements in manufacturing increased, whilst the reverse was true for two-year agreements. As base wage rate increases usually tend to be somewhat lower in agreements with COLA clauses, this has had the effect of depressing increases in one-year agreements relative to those in two-year agreements.

Table 13 shows average annual increases in base wage rates by size range of increase. In the fourth quarter of 1976, 82 agreements (61 per cent of the total) contained increases of less than 10 per cent, whilst only 13 (9.7 per cent) had increases of 15 per cent or more. The corresponding proportions for the previous quarter were 31 per cent and 9 per cent respectively (excluding construction agreements).

TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1976, BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	134	68	51	15	-	-
NUMBER OF EMPLOYEES AFFECTED	181,809	91,562	35,390	54,857	-	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	8.6	10.1	11.8	4.1	-	-
AGREEMENTS WITH COL CLAUSE	6.6	9.0	14.2	4.0	-	-
AGREEMENTS WITHOUT COL CLAUSE	10.0	10.1	9.4	12.0	-	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	40.7	45.0	51.1	26.9	-	-
AGREEMENTS WITH COL CLAUSE	34.6	55.5	55.5	26.6	-	-
AGREEMENTS WITHOUT COL CLAUSE	45.0	44.6	46.8	55.3	-	-

TABLE 3

WAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1976,
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	68	91,562	10.1	45.0	51	35,390	11.8	51.1	15	54,857	4.1	26.9	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	68	91,562	10.1	45.0	51	35,390	11.8	51.1	15	54,857	4.1	26.9	-	-	-	-
MANUFACTURING	8	2,033	7.9	36.2	22	10,666	9.3	39.5	14	54,545	4.1	26.9	-	-	-	-
FOOD, BEVERAGES	-	-	-	-	-	-	-	-	1	200	9.6	49.3	-	-	-	-
TOBACCO	-	-	-	-	1	730	8.5	49.2	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	1	225	7.9	31.6	-	-	-	-
LEATHER	-	-	-	-	2	1,300	9.6	31.1	-	-	-	-	-	-	-	-
TEXTILES	1	243	10.5	30.0	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	1	225	9.5	30.0	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	1	3,000	9.1	42.0	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	2	825	10.8	45.5	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	2	825	8.5	34.0	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	1	225	9.5	30.1	1	242	9.0	37.3	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	2	456	9.4	46.3	1	220	7.1	38.3	-	-	-	-
FABRICATED METALS	1	200	7.4	31.0	2	542	7.5	35.1	1	205	6.0	30.6	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	2	665	5.9	40.4	4	1,065	10.5	43.0	7	52,624	3.9	26.4	-	-	-	-
ELECTRICAL PRODUCTS	3	700	8.5	38.0	3	1,006	9.6	33.7	1	550	12.0	55.3	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	1	450	9.4	40.0	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	2	521	8.0	30.0	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	60	89,529	10.1	45.2	29	24,724	12.8	56.1	1	312	3.8	25.6	-	-	-	-
FORESTRY	-	-	-	-	7	4,375	7.9	54.0	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	1	1,006	11.5	55.5	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	2	7,073	10.7	37.6	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	1	312	3.8	25.6	-	-	-	-
RETAIL TRADE	-	-	-	-	13	15,040	15.6	60.2	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	42	25,433	10.4	54.0	2	1,880	6.8	41.4	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	1	400	8.1	35.0	1	213	14.0	56.0	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	1	370	10.8	37.5	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	1	2,217	11.7	102.2	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	8	51,570	10.0	39.8	3	1,607	10.5	50.7	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	5	2,466	7.2	41.0	2	603	5.8	30.2	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

IN FOURTH QUARTER OF 1976, BY INDUSTRY AND DURATION OF AGREEMENT

[illegible]

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1976, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	60	88,032	10.1	44.6	33	18,130	9.4	46.8	1	550	12.0	55.3	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	60	88,032	10.1	44.6	33	18,130	9.4	46.8	1	550	12.0	55.3	-	-	-	-	-	-	-	-
MANUFACTURING	7	1,718	9.0	40.7	17	8,501	9.3	39.9	1	550	12.0	55.3	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	1	730	8.5	49.2	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	1	350	8.1	30.0	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	1	243	10.5	30.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	1	225	9.5	30.0	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	1	3,000	9.1	42.0	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	2	825	10.8	45.5	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	2	825	8.5	34.0	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	1	225	9.5	30.1	1	242	9.0	37.3	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	1	256	11.2	53.3	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	1	200	7.4	31.0	2	542	7.5	35.1	-	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	1	350	9.4	66.0	2	500	11.6	38.1	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	3	700	8.5	38.0	3	1,006	9.6	33.7	1	550	12.0	55.3	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	53	86,314	10.2	44.6	16	9,629	9.5	53.0	-	-	-	-	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	7	4,375	7.9	54.0	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	1	1,006	11.5	55.5	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	2	7,073	10.7	37.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	1	725	13.4	39.4	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	35	22,218	10.5	53.1	1	1,100	11.7	70.9	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	1	400	8.1	35.0	1	213	14.0	56.0	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	1	370	10.8	37.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	1	2,217	11.7	102.2	3	1,607	10.5	50.7	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	1	51,570	10.0	39.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1976,
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

AVERAGE INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
NUMBER OF AGREEMENTS	134	8	60	18	33	14	1	-	-
NUMBER OF EMPLOYEES AFFECTED	181,809	3,530	88,032	17,260	18,130	54,307	550	-	-
AVERAGE PER CENT INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	9.6	9.0	10.1	18.1	10.6	5.8	19.8	-	-
SECOND 12 MONTHS OF AGREEMENT	5.6	-	6.2	11.2	8.1	3.2	8.9	-	-
THIRD 12 MONTHS OF AGREEMENT	3.1	-	-	-	-	3.0	7.6	-	-
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	8.6	9.0	10.1	14.2	9.4	4.0	12.0	-	-
AVERAGE CENTS-PER-HOUR INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	44.9	55.5	44.2	65.7	50.4	36.6	81.0	-	-
SECOND 12 MONTHS OF AGREEMENT	30.3	-	21.0	49.0	42.7	21.4	44.0	-	-
THIRD 12 MONTHS OF AGREEMENT	21.5	-	-	-	-	21.3	41.0	-	-
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	40.7	55.5	44.6	55.5	46.8	26.6	55.3	-	-

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	8.7	4.9	3.0	-	9.0	-	18.1	11.2	-	5.8	3.2	3.0	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	8.7	4.9	3.0	-	9.0	-	18.1	11.2	-	5.8	3.2	3.0	-	-	-	-
MANUFACTURING	5.9	3.4	3.0	-	2.1	-	10.5	8.6	-	5.8	3.2	3.0	-	-	-	-
FOOD, BEVERAGES	13.1	9.4	6.4	-	-	-	-	-	-	13.1	9.4	6.4	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	9.4	7.4	6.8	-	-	-	-	-	-	9.4	7.4	6.8	-	-	-	-
LEATHER	10.5	9.8	-	-	-	-	10.5	9.8	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	11.0	5.3	3.3	-	-	-	7.9	6.4	-	13.9	4.3	3.3	-	-	-	-
FABRICATED METALS	10.8	3.7	3.6	-	-	-	-	-	-	10.8	3.7	3.6	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	5.7	3.1	3.0	-	2.1	-	12.0	7.2	-	5.6	3.1	3.0	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	9.8	8.9	-	-	-	-	9.8	8.9	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	7.6	12.0	4.7	-	-	-	-	-	-	7.6	12.0	4.7	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	17.3	11.5	3.0	-	9.6	-	19.2	11.7	-	5.5	2.9	3.0	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	3.0	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	5.5	2.9	-	-	-	-	-	-	-	5.5	2.9	3.0	-	-	-	-
FINANCE	20.2	11.7	-	-	-	-	20.2	11.7	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	7.7	-	-	-	9.6	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE												
INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS
ALL INDUSTRIES (INCL CONST) ..	44.9	30.3	21.5	-	44.6	21.0	57.9	45.5	-	37.0	21.6	21.5
ALL INDUSTRIES (EXCL CONST) ..	44.9	30.3	21.5	-	44.6	21.0	57.9	45.5	-	37.0	21.6	21.5
MANUFACTURING	37.9	23.9	21.5	-	36.2	-	42.7	35.7	-	37.1	21.6	21.5
FOOD, BEVERAGES	61.0	50.0	37.0	-	-	-	-	-	-	61.0	50.0	37.0
TOBACCO	57.3	41.2	-	-	-	-	57.3	41.2	-	-	-	-
RUBBER, PLASTICS	35.0	30.0	30.0	-	-	-	-	-	-	35.0	30.0	30.0
LEATHER	30.7	31.4	-	-	-	-	30.7	31.4	-	-	-	-
TEXTILES	30.0	-	-	-	30.0	-	-	-	-	-	-	-
KNITTING MILLS	35.0	25.0	-	-	-	-	35.0	25.0	-	-	-	-
CLOTHING	45.0	39.0	-	-	-	-	45.0	39.0	-	-	-	-
WOOD	49.0	42.0	-	-	-	-	49.0	42.0	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	39.8	28.2	-	-	-	-	39.8	28.2	-	-	-	-
PRINTING, PUBLISHING	35.1	34.9	-	-	30.1	-	39.8	34.9	-	-	-	-
PRIMARY METALS	51.6	31.7	20.0	-	-	-	42.8	35.0	-	70.0	25.0	20.0
FABRICATED METALS	40.6	27.5	20.0	-	31.0	-	39.8	30.4	-	52.0	20.0	20.0
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	36.7	21.4	21.2	-	40.4	-	49.2	36.8	-	36.4	21.0	21.2
ELECTRICAL PRODUCTS	47.6	35.9	41.0	-	38.0	-	36.0	31.4	-	81.0	44.0	41.0
NON-METALLIC MINERALS	40.0	40.0	-	-	-	-	40.0	40.0	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	26.5	42.6	20.7	-	-	-	-	-	-	26.5	42.6	20.7
NON-MANUFACTURING (EXCL CONST)	49.0	46.0	21.0	-	44.8	21.0	64.5	50.2	-	36.0	20.0	21.0
FORESTRY	58.0	50.0	-	-	-	-	58.0	50.0	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	69.0	42.0	-	-	-	-	69.0	42.0	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	37.6	-	-	-	37.6	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	36.0	20.0	21.0	-	-	-	-	-	-	36.0	20.0	21.0
RETAIL TRADE	71.4	50.7	-	-	-	-	71.4	50.7	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	51.9	32.8	-	-	52.7	21.0	41.6	70.6	-	-	-	-
HEALTH, WELFARE SERVICES ..	39.8	49.0	-	-	35.0	-	49.0	49.0	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	37.5	-	-	-	37.5	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	82.9	45.0	-	-	102.2	-	56.4	45.0	-	-	-	-
PROVINCIAL ADMINISTRATION ..	39.8	-	-	-	39.8	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	38.6	31.8	-	-	41.0	-	28.6	31.8	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 11

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1976,
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECD 12MOS	THIRD 12MOS	FOURT 12MOS	FIRST 12MOS	SECD 12MOS	THIRD 12MOS	FOURT 12MOS	FIRST 12MOS	SECD 12MOS	THIRD 12MOS	FOURT 12MOS	FIRST 12MOS	SECD 12MOS	THIRD 12MOS	FOURT 12MOS	FIRST 12MOS	SECD 12MOS	THIRD 12MOS	FOURT 12MOS
ALL INDUSTRIES (INCL CONST)...	44.2	27.4	21.3	-	55.5	-	-	-	36.6	21.4	21.3	-	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST)...	44.2	27.4	21.3	-	55.5	-	-	-	36.6	21.4	21.3	-	-	-	-	-	-	-	-	-
MANUFACTURING	36.6	22.0	21.3	-	12.0	-	-	-	36.6	21.4	21.3	-	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	51.0	50.0	37.0	-	-	-	-	-	61.0	50.0	37.0	-	-	-	-	-	-	-	-	-
TOBACCO	35.0	30.0	30.0	-	-	-	-	-	35.0	30.0	30.0	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	31.0	32.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	55.7	29.7	20.0	-	-	-	-	-	70.0	25.0	20.0	-	-	-	-	-	-	-	-	-
PRIMARY METALS	52.0	20.0	20.0	-	-	-	-	-	52.0	20.0	20.0	-	-	-	-	-	-	-	-	-
FABRICATED METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	36.5	21.2	21.2	-	12.0	-	-	-	36.4	21.0	21.2	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	40.0	40.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	26.5	42.6	20.7	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	26.5	42.6	20.7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING(EXCL CONST)	67.1	50.5	21.0	-	59.7	-	-	-	36.0	20.0	21.0	-	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	36.0	20.0	21.0	-	-	-	-	-	36.0	20.0	21.0	-	-	-	-	-	-	-	-	-
RETAIL TRADE	73.2	51.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	59.7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	48.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GOVERNMENT ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE													
INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS		
	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS	FIRST 12 MOS	SECOND 12 MOS	FIRST 12 MOS	SECOND 12 MOS	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS	
ALL INDUSTRIES (INCL CONST) ..	45.4	39.3	41.0	-	44.2	21.0	50.4	42.7	-	81.0	44.0	41.0	-
ALL INDUSTRIES (EXCL CONST) ..	45.4	39.3	41.0	-	44.2	21.0	50.4	42.7	-	81.0	44.0	41.0	-
MANUFACTURING	44.8	36.3	41.0	-	40.7	-	43.2	35.8	-	81.0	44.0	41.0	-
FOOD, BEVERAGES	-	-	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	57.3	41.2	-	-	-	-	57.3	41.2	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	30.0	30.0	-	-	-	-	30.0	30.0	-	-	-	-	-
TEXTILES	30.0	-	-	-	30.0	-	-	-	-	-	-	-	-
KNITTING MILLS	35.0	25.0	-	-	-	-	35.0	25.0	-	-	-	-	-
CLOTHING	45.0	39.0	-	-	-	-	45.0	39.0	-	-	-	-	-
WOOD	49.0	42.0	-	-	-	-	49.0	42.0	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	39.8	28.2	-	-	-	-	39.8	28.2	-	-	-	-	-
PRINTING, PUBLISHING	35.1	34.9	-	-	30.1	-	39.8	34.9	-	-	-	-	-
PRIMARY METALS	45.0	35.0	-	-	-	-	45.0	35.0	-	-	-	-	-
FABRICATED METALS	37.4	30.4	-	-	31.0	-	39.8	30.4	-	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	51.3	35.2	-	-	66.0	-	41.0	35.2	-	-	-	-	-
ELECTRICAL PRODUCTS	47.6	35.9	41.0	-	38.0	-	36.0	31.4	-	81.0	44.0	41.0	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING(EXCL CONST)	45.5	41.4	-	-	44.3	21.0	56.8	48.8	-	-	-	-	-
FORESTRY	58.0	50.0	-	-	-	-	58.0	50.0	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	69.0	42.0	-	-	-	-	69.0	42.0	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	37.6	-	-	-	37.6	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	37.5	41.3	-	-	-	-	37.5	41.3	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	52.6	32.8	-	-	51.7	21.0	71.2	70.6	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	39.8	49.0	-	-	35.0	-	49.0	49.0	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	37.5	-	-	-	37.5	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	82.9	45.0	-	-	102.2	-	56.4	45.0	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	39.8	-	-	-	39.8	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	38.6	31.8	-	-	41.0	-	28.6	31.8	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 13

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES NEGOTIATED IN FOURTH QUARTER OF 1976, BY SIZE OF INCREASE

AVERAGE ANNUAL INCREASE		ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	
IN PER CENT		AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
AVERAGE ANNUAL INCREASE		ALL INDUSTRIES, EXCLUDING CONSTRUCTION					
IN PER CENT							
UNDER 4.9 PER CENT	.....	14	55,825	9	53,431	5	2,394
5.0 - 9.9 PER CENT	.....	68	66,209	14	4,890	54	61,319
10.0 - 14.9 PER CENT	.....	39	41,720	7	3,396	32	38,324
15.0 - 19.9 PER CENT	.....	8	15,980	7	12,480	1	3,500
20.0 - 24.9 PER CENT	.....	5	2,075	3	900	2	1,175
25.0 - 29.9 PER CENT	.....	-	-	-	-	-	-
30.0 - 34.9 PER CENT	.....	-	-	-	-	-	-
35.0 - 39.9 PER CENT	.....	-	-	-	-	-	-
40.0 - 44.9 PER CENT	.....	-	-	-	-	-	-
45.0 - 49.9 PER CENT	.....	-	-	-	-	-	-
50.0 PER CENT AND OVER	.....	-	-	-	-	-	-
AVERAGE	.....	8.6		6.6		10.0	
IN CENTS PER HOUR							
UNDER 9.9 CENTS	.....	1	780	1	780	-	-
10.0 - 19.9 PER CENT	.....	2	825	1	315	1	510
20.0 - 29.9 PER CENT	.....	15	54,913	7	52,336	8	2,577
30.0 - 39.9 PER CENT	.....	39	50,522	9	3,095	30	47,427
40.0 - 49.9 PER CENT	.....	20	25,429	4	1,555	16	23,874
50.0 - 59.9 PER CENT	.....	31	25,997	8	3,456	23	22,541
60.0 - 69.9 PER CENT	.....	16	16,358	7	12,510	9	3,848
70.0 - 79.9 PER CENT	.....	6	3,433	1	240	5	3,193
80.0 - 89.9 PER CENT	.....	1	310	1	310	-	-
90.0 - 99.9 PER CENT	.....	-	-	-	-	-	-
100.0 CENTS AND OVER	.....	3	3,242	1	500	2	2,742
AVERAGE	.....	40.7		34.6		45.0	
IN PER CENT		CONSTRUCTION					
UNDER 4.9 PER CENT	.....	-	-	-	-	-	-
5.0 - 9.9 PER CENT	.....	-	-	-	-	-	-
10.0 - 14.9 PER CENT	.....	-	-	-	-	-	-
15.0 - 19.9 PER CENT	.....	-	-	-	-	-	-
20.0 - 24.9 PER CENT	.....	-	-	-	-	-	-
25.0 - 29.9 PER CENT	.....	-	-	-	-	-	-
30.0 - 34.9 PER CENT	.....	-	-	-	-	-	-
35.0 - 39.9 PER CENT	.....	-	-	-	-	-	-
40.0 - 44.9 PER CENT	.....	-	-	-	-	-	-
45.0 - 49.9 PER CENT	.....	-	-	-	-	-	-
50.0 PER CENT AND OVER	.....	-	-	-	-	-	-
AVERAGE	.....	-		-		-
IN CENTS PER HOUR							
UNDER 9.9 CENTS	.....	-	-	-	-	-	-
10.0 - 19.9 PER CENT	.....	-	-	-	-	-	-
20.0 - 29.9 PER CENT	.....	-	-	-	-	-	-
30.0 - 39.9 PER CENT	.....	-	-	-	-	-	-
40.0 - 49.9 PER CENT	.....	-	-	-	-	-	-
50.0 - 59.9 PER CENT	.....	-	-	-	-	-	-
60.0 - 69.9 PER CENT	-	-	-	-	-	-
70.0 - 79.9 PER CENT	-	-	-	-	-	-
80.0 - 89.9 PER CENT	-	-	-	-	-	-
90.0 - 99.9 PER CENT	-	-	-	-	-	-
100.0 CENTS AND OVER	-	-	-	-	-	-

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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FIRST QUARTER 1977

Prepared by
Research Branch
Ontario Ministry of Labour
June 1977



Hon. Bette Stephenson, M.D.
Minister

T. E. Armstrong, Q.C.
Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the first quarter of 1977. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available. It should also be noted that some of the settlements may be subject to revision as a result of rulings by the Anti-Inflation Board.

Beginning with the second quarter of 1976, eight new tables have been included in the report - Tables 1 and 6-12 inclusive. Prior to this period the published data related to average annual increases only, that is, the total increases negotiated for the full term of the agreement, reduced to an annual average. This information is now contained in Tables 1-5 and 13 of the expanded report. Tables 6-12 have been added to provide data showing how the total increase is distributed in each 12 month period of the agreement. The additional data have been made possible by the completion of a new computerized processing system.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as follows: one-year - less than 18 months; two-year - 18 to 29 months; three-year - 30 to 41 months; and four-year - 42 to 53 months.

The data in this report were prepared for computer processing by Susan Markell, Kris Krestensen and Donald Reshetnyk. For further information on any of the tables, please call Susan Markell, Research Branch, Ontario Ministry of Labour (965-6101).

Toronto
June 9, 1977

Highlights

During the first quarter of 1977, a total of 122 collective agreements, covering over 116,000 employees, were negotiated in Ontario for bargaining units of 200 or more employees. Although these figures appear to indicate a reduction in the level of bargaining activity in comparison with the preceding three quarters, in fact they are largely reflective of Ontario's traditional seasonal bargaining pattern. In general, the volume of settlements is lowest in the first quarter of each year. Both in terms of the number of agreements concluded and the number of employees covered, bargaining activity in the first quarter of 1977 was closely comparable to that experienced during the corresponding period of 1976.

The average annual base wage rate increase for all industries in the first quarter of 1977 was 8.5 per cent, compared with 8.6 per cent for the previous quarter. Both figures are considerably below the increases experienced at any time during the preceding three years. The average increase in non-manufacturing (excluding construction) was 8.9 per cent, the lowest quarterly figure since the second quarter of 1973. The average annual base wage rate increase in the manufacturing sector was 7.0 per cent. Although this is higher than the 5.0 per cent increase recorded in the previous quarter, the latter figure was unusually low because of the dominant influence of the late-1976 major settlements in the auto industry. The construction industry displayed the largest base wage rate increase at 17.1 per cent. However, there were only four major agreements concluded in this industry in the first quarter of 1977, and none at all in the previous quarter. The 1977 second quarter figures, when available, will probably provide a more representative picture of current bargaining trends in this industry as the two-yearly major bargaining round in the Ontario construction industry commences.

	Average Annual Increases			
	First Quarter 1977		Fourth Quarter 1976	
	Per cent	Cents per hour	Per cent	Cents per hour
All Industries, including construction	8.5	41.1	8.6	40.7
Manufacturing	7.0	34.8	5.0	29.2
Non-Manufacturing (excluding construction)	8.9	42.1	10.7	47.5
Construction	17.1	119.8	-	-

In the first quarter of 1977, almost 65 per cent (79 of 122) of all major agreements concluded in Ontario were for a duration of less than 18 months (these are designated as "one-year agreements" in the tables reproduced in this report). In the non-manufacturing

sector, one-year agreements were 83 per cent of the total. During 1976 as a whole, 46 per cent of all agreements were for a term of less than 18 months; in 1974 the corresponding proportion was only 16 per cent. Accompanying the trend towards shorter term agreements has been a decline in the overall use of cost-of-living (COLA) clauses, particularly in the manufacturing sector. However, during 1976 there was some evidence that COLA clauses were becoming more common in one-year agreements, possibly because they were carried over from earlier longer-term agreements. In the first quarter of 1977, the relative incidence of COLA clauses in one-year agreements actually exceeded that in two-year agreements.

Tables 6-12 provide a breakdown of base wage rate increases for each twelve-month period over the life of the agreements. In the longer term agreements, increases generally continued to follow the familiar pattern whereby first year increases are larger than second year increases, which in turn exceed third year increases. It is interesting to note that first-year increases in two-year agreements were in most cases higher than in one-year agreements. In fact, this has been the case in each quarter since the Ontario Ministry of Labour began publishing the "year-by-year" wage increase information in the second quarter of 1976. An explanation is not readily apparent, although it may be connected with the fact that for some one-year agreements, the "first 12 months" covers a period of less than one year. Base wage rate increases for the first 12-months of all agreements, irrespective of duration, averaged 8.7 per cent, compared with 8.5 per cent for the average annual increase over the whole term of the agreements. Increases for the second 12-months declined to 6.8 per cent, and were only 3.1 per cent for the third 12-months.

Table 13 reveals quite clearly the extent to which negotiated base wage rate increases have moderated. In the non-construction industries, only 21 agreements, or just under 18 per cent of the total, contained increases in the 10.0-14.9 per cent range, and no agreements included increases of more than 15 per cent on an average annual basis. During 1976, 11.5 per cent of all major agreements negotiated included increases of at least 15 per cent, whilst a further 50 per cent contained increases of 10.0-14.9 per cent. The heavy concentration of base wage rate increases in the 5.0-9.9 per cent range may, at least to some extent, reflect the continuing influence of the wage and price controls program. The arithmetic guidelines for most groups concluding agreements in the first quarter of 1977 would have been of the order of 6-8 per cent.

TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1977, BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	122	79	36	7	-	-
NUMBER OF EMPLOYEES AFFECTED	116,501	92,920	18,948	4,633	-	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	8.5	8.6	9.1	4.2	-	-
AGREEMENTS WITH COL CLAUSE	6.8	7.3	7.6	4.2	-	-
AGREEMENTS WITHOUT COL CLAUSE	9.1	9.0	9.4	-	-	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	41.1	42.4	38.9	24.7	-	-
AGREEMENTS WITH COL CLAUSE	36.4	38.7	38.1	24.7	-	-
AGREEMENTS WITHOUT COL CLAUSE	42.7	43.5	39.1	-	-	-

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1977, BY INDUSTRY

INDUSTRY	ALL AGREEMENTS			AGREEMENTS WITH COST-OF-LIVING CLAUSE			AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE					
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST)...	122	116,501	8.5	41.1	34	29,334	6.8	36.4	88	87,167	9.1	42.7
ALL INDUSTRIES (EXCL CONST)...	118	115,001	8.4	40.1	34	29,334	6.8	36.4	84	85,667	8.9	41.3
MANUFACTURING	53	31,535	7.0	34.8	21	10,777	5.5	29.5	32	20,758	7.8	37.5
FOOD, BEVERAGES	5	1,952	7.8	35.7	1	207	7.8	40.0	4	1,745	7.8	35.2
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	1	1,300	4.5	24.6	1	1,300	4.5	24.6	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	2	600	7.6	27.8	-	-	-	-	2	600	7.6	27.8
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	2	1,300	8.1	22.2	-	-	-	-	2	1,300	8.1	22.2
WOOD	3	849	11.1	52.6	-	-	-	-	3	849	11.1	52.6
FURNITURE, FIXTURES	1	600	7.5	27.0	-	-	-	-	1	600	7.5	27.0
PAPER	1	300	7.5	36.0	-	-	-	-	1	300	7.5	36.0
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	8	3,149	5.5	27.3	3	1,624	3.8	20.8	5	1,525	7.3	34.3
MACHINERY	4	1,200	10.2	48.3	2	625	12.2	55.6	2	575	8.0	40.3
TRANSPORTATION EQUIP	7	4,578	4.8	27.4	7	4,578	4.8	27.4	-	-	-	-
ELECTRICAL PRODUCTS	8	10,453	7.5	38.0	4	1,343	7.8	36.7	4	9,110	7.4	38.2
NON-METALLIC MINERALS	2	600	7.3	46.6	1	250	7.4	35.0	1	350	7.2	55.0
PETROLEUM, OIL	1	395	7.9	46.0	-	-	-	-	1	395	7.9	46.0
CHEMICALS	4	2,830	7.3	41.8	1	500	4.1	30.0	3	2,330	8.0	44.4
MISCELLANEOUS MFG	4	1,429	7.6	32.6	1	350	6.1	29.0	3	1,079	8.1	33.8
NON-MANUFACTURING (EXCL CONST)	65	83,466	8.9	42.1	13	18,557	7.6	40.4	52	64,909	9.3	42.6
FORESTRY	2	700	7.9	54.0	-	-	-	-	2	700	7.9	54.0
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	3	2,245	6.4	42.8	1	645	4.1	27.0	2	1,600	7.4	49.1
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	2	5,950	10.6	29.5	-	-	-	-	2	5,950	10.6	29.5
ELECTRIC, GAS, WATER	2	680	7.9	35.6	-	-	-	-	2	680	7.9	35.6
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	17	14,619	8.8	53.1	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	3	1,275	7.4	30.9	1	240	10.1	40.0	16	14,379	8.8	53.3
RECREATIONAL SERVICES	1	254	9.8	70.0	-	-	-	-	3	1,275	7.4	30.9
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	1	254	9.8	70.0
PERSONAL SERVICES	1	400	1.8	5.0	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	1	330	9.3	32.7	-	-	-	-	1	400	1.8	5.0
FEDERAL ADMINISTRATION	16	37,005	9.6	41.2	-	-	-	-	1	330	9.3	32.7
PROVINCIAL ADMINISTRATION ..	7	20,008	7.8	40.5	-	-	-	-	16	37,005	9.6	41.2
	17				11	17,672	7.7	40.9	-	-	-	-
									6	2,336	8.3	37.4

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	79	92,920	8.6	42.4		36	18,948	9.1	38.9		7	4,633	4.2	24.7		-	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	77	92,120	8.5	41.5		34	18,248	9.0	37.0		7	4,633	4.2	24.7		-	-	-	-	-
MANUFACTURING	23	18,703	7.2	36.2		23	8,199	8.1	37.2		7	4,633	4.2	24.7		-	-	-	-	-
FOOD, BEVERAGES	3	1,470	7.2	30.6		2	482	9.6	51.4		-	-	-	-		-	-	-	-	-
TOBACCO	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
LEATHER	-	-	-	-		-	-	-	-		1	1,300	4.5	24.6		-	-	-	-	-
TEXTILES	1	350	8.1	31.0		1	250	6.9	23.5		-	-	-	-		-	-	-	-	-
KNITTING MILLS	-	-	-	-		2	1,300	8.1	22.2		-	-	-	-		-	-	-	-	-
CLOTHING	1	234	12.5	56.4		2	615	10.6	51.1		-	-	-	-		-	-	-	-	-
WOOD	1	600	7.5	27.0		-	-	-	-		-	-	-	-		-	-	-	-	-
FURNITURE, FIXTURES	1	-	-	-		1	300	7.5	36.0		-	-	-	-		-	-	-	-	-
PAPER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
PRIMARY METALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
FABRICATED METALS	6	2,499	4.5	23.2		2	650	9.3	43.5		-	-	-	-		-	-	-	-	-
MACHINERY	1	200	14.2	73.0		3	1,000	9.4	43.3		-	-	-	-		-	-	-	-	-
TRANSPORTATION EQUIP	1	1,125	6.0	30.0		1	320	9.4	46.5		-	-	-	-		-	-	-	-	-
ELECTRICAL PRODUCTS	3	8,600	7.4	38.7		4	1,653	7.6	35.7		5	3,133	3.8	24.6		-	-	-	-	-
NON-METALLIC MINERALS	1	250	7.4	35.0		1	350	7.2	55.0		1	200	7.9	28.0		-	-	-	-	-
PETROLEUM, OIL	1	395	7.9	46.0		-	-	-	-		-	-	-	-		-	-	-	-	-
CHEMICALS	3	2,330	8.0	44.4		1	500	4.1	30.0		-	-	-	-		-	-	-	-	-
MISCELLANEOUS MFG	1	650	8.0	35.0		3	779	7.2	30.6		-	-	-	-		-	-	-	-	-
NON-MANUFACTURING(EXCL CONST)	54	73,417	8.8	42.8		11	10,049	9.7	36.7		-	-	-	-		-	-	-	-	-
FORESTRY	-	-	-	-		2	700	7.9	54.0		-	-	-	-		-	-	-	-	-
MINING, QUARRYING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
TRANSPORTATION	3	2,245	6.4	42.8		-	-	-	-		-	-	-	-		-	-	-	-	-
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
COMMUNICATIONS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
ELECTRIC, GAS, WATER	2	680	7.9	35.6		2	5,950	10.6	29.5		-	-	-	-		-	-	-	-	-
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
RETAIL TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
EDUCATION, RELATED SERVICE	14	12,466	9.0	54.6		-	-	-	-		-	-	-	-		-	-	-	-	-
HEALTH, WELFARE SERVICES	2	935	6.9	28.2		3	2,153	7.8	44.1		-	-	-	-		-	-	-	-	-
RECREATIONAL SERVICES	1	254	9.8	70.0		1	340	8.8	38.2		-	-	-	-		-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
PERSONAL SERVICES	1	400	1.8	5.0		-	-	-	-		-	-	-	-		-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
FEDERAL ADMINISTRATION	14	36,429	9.6	40.8		1	330	9.3	32.7		-	-	-	-		-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-		2	576	10.1	64.2		-	-	-	-		-	-	-	-	-
LOCAL ADMINISTRATION	17	20,008	7.8	40.5		-	-	-	-		-	-	-	-		-	-	-	-	-
CONSTRUCTION	2	800	20.8	145.6		2	700	13.0	90.3		-	-	-	-		-	-	-	-	-

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN FIRST QUARTER OF 1977, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	19	21,756	7.3	38.7	8	2,945	7.6	38.1	7	4,633	4.2	24.7	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	19	21,756	7.3	38.7	8	2,945	7.6	38.1	7	4,633	4.2	24.7	-	-	-	-	-	-	-	-
MANUFACTURING	6	3,199	5.5	28.4	8	2,945	7.6	38.1	7	4,633	4.2	24.7	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	-	-	-	-	1	207	7.8	40.0	-	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	1	1,300	4.5	24.6	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	3	1,624	3.8	20.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	1	200	14.2	73.0	1	425	11.2	47.5	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	1	1,125	6.0	30.0	1	320	9.4	46.5	5	3,133	3.8	24.6	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	3	1,143	7.8	38.3	1	200	7.9	28.0	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	1	250	7.4	35.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	500	4.1	30.0	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	1	350	6.1	29.0	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	13	18,557	7.6	40.4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	1	645	4.1	27.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	1	240	10.1	40.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	11	17,672	7.7	40.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

INDUSTRY	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	60	71,164	9.0	43.5	28	16,003	9.4	39.1	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	58	70,364	8.9	42.3	26	15,303	9.3	36.7	-	-	-	-	-	-	-	-
MANUFACTURING	17	15,504	7.5	37.8	15	5,254	8.4	36.8	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	3	1,470	7.2	30.6	1	275	10.9	60.0	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	1	350	8.1	31.0	1	250	6.9	23.5	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	1	234	12.5	56.4	2	1,300	8.1	22.2	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	1	600	7.5	27.0	2	615	10.6	51.1	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	1	300	7.5	36.0	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	3	875	5.9	27.5	2	650	9.3	43.5	-	-	-	-	-	-	-	-
MACHINERY	-	-	-	-	2	575	8.0	40.3	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	3	8,600	7.4	38.7	1	510	7.1	30.0	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	1	350	7.2	55.0	-	-	-	-	-	-	-	-
PETROLEUM, OIL	1	395	7.9	46.0	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	3	2,330	8.0	44.4	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	1	650	8.0	35.0	2	429	8.2	32.0	-	-	-	-	-	-	-	-
NON-MANUFACTURING/EXCL CONST	41	54,860	9.2	43.6	11	10,049	9.7	36.7	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	2	700	7.9	54.0	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	2	1,600	7.4	49.1	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	2	680	7.9	35.6	2	5,950	10.6	29.5	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	13	12,226	9.0	54.9	3	2,153	7.8	44.1	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	2	935	6.9	28.2	1	340	8.8	38.2	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	1	254	9.8	70.0	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	1	400	1.8	5.0	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	14	36,429	9.6	40.8	1	330	9.3	32.7	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	2	576	10.1	64.2	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	6	2,336	8.3	37.4	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	2	800	20.8	145.6	2	700	13.0	90.3	-	-	-	-	-	-	-	-

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1977,
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

	ALL AGREEMENTS	ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
AVERAGE INCREASE									
NUMBER OF AGREEMENTS	122	19	60	8	28	7	-	-	-
NUMBER OF EMPLOYEES AFFECTED	116,501	21,756	71,164	2,945	16,003	4,633	-	-	-
AVERAGE PER CENT INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	8.7	7.1	8.9	9.7	10.9	6.0	-	-	-
SECOND 12 MONTHS OF AGREEMENT	6.8	-	-	6.1	8.0	3.4	-	-	-
THIRD 12 MONTHS OF AGREEMENT	3.1	-	-	3.6	1.2	3.2	-	-	-
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	8.5	7.3	9.0	7.6	9.4	4.2	-	-	-
AVERAGE CENTS-PER-HOUR INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	41.7	37.7	42.9	47.3	43.1	33.9	-	-	-
SECOND 12 MONTHS OF AGREEMENT	31.4	-	-	31.6	34.7	20.3	-	-	-
THIRD 12 MONTHS OF AGREEMENT	19.0	-	-	20.0	5.0	20.0	-	-	-
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	41.1	38.7	43.5	38.1	39.1	24.7	-	-	-

COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1977, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

[illegible]

TABLE 8

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1977, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS
ALL INDUSTRIES (INCL CONST) ..	7.2	4.4	3.2	-	7.1	-	9.7	6.1	3.6	6.0	-	-
ALL INDUSTRIES (EXCL CONST) ..	7.2	4.4	3.2	-	7.1	-	9.7	6.1	3.6	6.0	-	-
MANUFACTURING	6.5	4.4	3.2	-	4.2	-	9.7	6.1	3.6	6.0	-	-
FOOD, BEVERAGES	8.2	5.7	3.6	-	-	-	8.2	5.7	3.6	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	5.8	4.3	3.5	-	-	-	-	-	-	5.8	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	3.4	-	-	-	3.4	-	-	-	-	-	-	-
MACHINERY	13.0	9.9	-	-	14.2	-	12.4	9.9	-	-	-	-
TRANSPORTATION EQUIP	5.6	3.3	2.8	-	2.9	-	11.3	7.6	-	5.9	2.8	-
ELECTRICAL PRODUCTS	11.1	6.0	7.9	-	-	-	11.4	5.9	-	9.5	7.9	-
NON-METALLIC MINERALS	7.4	-	-	-	7.4	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	5.1	3.0	-	-	-	-	5.1	3.0	-	-	-	-
MISCELLANEOUS MFG	7.2	5.0	-	-	-	-	7.2	5.0	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	7.6	-	-	-	7.6	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	4.1	-	-	-	4.1	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	10.1	-	-	-	10.1	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	7.7	-	-	-	7.7	-	-	-	-	-	-	-

AVERAGE ANNUAL INCREASE IN PER CENT	ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
ALL INDUSTRIES, EXCLUDING CONSTRUCTION						
UNDER 4.9 PER CENT	13	8,022	10	6,877	3	1,145
5.0 - 9.9 PER CENT	84	91,484	21	21,484	63	69,892
10.0 - 14.9 PER CENT	21	15,495	3	865	18	14,630
15.0 - 19.9 PER CENT	-	-	-	-	-	-
20.0 - 24.9 PER CENT	-	-	-	-	-	-
25.0 - 29.9 PER CENT	-	-	-	-	-	-
30.0 - 34.9 PER CENT	-	-	-	-	-	-
35.0 - 39.9 PER CENT	-	-	-	-	-	-
40.0 - 44.9 PER CENT	-	-	-	-	-	-
45.0 - 49.9 PER CENT	-	-	-	-	-	-
50.0 PER CENT AND OVER	-	-	-	-	-	-
AVERAGE	8.5		6.8		9.1	
IN CENTS PER HOUR						
UNDER 9.9 CENTS	1	400	-	-	1	400
10.0 - 19.9 PER CENT	1	400	-	-	1	400
20.0 - 29.9 PER CENT	28	20,119	13	7,704	15	12,415
30.0 - 39.9 PER CENT	32	44,050	9	9,458	23	34,592
40.0 - 49.9 PER CENT	26	28,083	10	11,772	16	16,311
50.0 - 59.9 PER CENT	17	8,383	1	200	16	8,183
60.0 - 69.9 PER CENT	8	11,050	-	-	8	11,050
70.0 - 79.9 PER CENT	2	454	1	200	1	254
80.0 - 89.9 PER CENT	1	1,292	-	-	1	1,292
90.0 - 99.9 PER CENT	2	770	-	-	2	770
100.0 CENTS AND OVER	-	-	-	-	-	-
AVERAGE	41.1		36.4		42.7	
CONSTRUCTION						
UNDER 4.9 PER CENT	-	-	-	-	-	-
5.0 - 9.9 PER CENT	1	200	-	-	1	200
10.0 - 14.9 PER CENT	1	500	-	-	1	500
15.0 - 19.9 PER CENT	1	300	-	-	1	300
20.0 - 24.9 PER CENT	1	500	-	-	1	500
25.0 - 29.9 PER CENT	-	-	-	-	-	-
30.0 - 34.9 PER CENT	-	-	-	-	-	-
35.0 - 39.9 PER CENT	-	-	-	-	-	-
40.0 - 44.9 PER CENT	-	-	-	-	-	-
45.0 - 49.9 PER CENT	-	-	-	-	-	-
50.0 PER CENT AND OVER	-	-	-	-	-	-
AVERAGE	17.1		-		17.1	
IN CENTS PER HOUR						
UNDER 9.9 CENTS	-	-	-	-	-	-
10.0 - 19.9 PER CENT	-	-	-	-	-	-
20.0 - 29.9 PER CENT	-	-	-	-	-	-
30.0 - 39.9 PER CENT	-	-	-	-	-	-
40.0 - 49.9 PER CENT	-	-	-	-	-	-
50.0 - 59.9 PER CENT	1	200	-	-	1	200
60.0 - 69.9 PER CENT	-	-	-	-	-	-
70.0 - 79.9 PER CENT	-	-	-	-	-	-
80.0 - 89.9 PER CENT	-	-	-	-	-	-
90.0 - 99.9 PER CENT	1	300	-	-	-	-
100.0 CENTS AND OVER	2	1,000	-	-	2	1,000
AVERAGE	119.9		-		119.9	



Ontario
Ministry of
Labour

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, SECOND QUARTER 1977

Prepared by
Research Branch
Ontario Ministry of Labour
November 1977

Hon. Bette Stephenson, M.D.
Minister

T. E. Armstrong, Q.C.
Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the second quarter of 1977. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available. It should also be noted that some of the settlements may be subject to revision as a result of rulings by the Anti-Inflation Board.

Beginning with the second quarter of 1976, eight new tables have been included in the report - Tables 1 and 6-12 inclusive. Prior to this period the published data related to average annual increases only, that is, the total increases negotiated for the full term of the agreement, reduced to an annual average. This information is now contained in Tables 1-5 and 13 of the expanded report. Tables 6-12 have been added to provide data showing how the total increase is distributed in each 12 month period of the agreement. The additional data have been made possible by the completion of a new computerized processing system.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as follows: one-year - less than 18 months; two-year - 18 to 29 months; three-year - 30 to 41 months; and four-year - 42 to 53 months.

The data in this report were prepared for computer processing by Susan Markell, Kris Krestensen and Donald Reshetnyk. For further information on any of the tables, please call Susan Markell, Research Branch, Ontario Ministry of Labour (965-6101).

Toronto
November 8, 1977

Highlights

During the second quarter of 1977, a total of 258 collective agreements, covering over 196,000 employees, were negotiated in Ontario for bargaining units of 200 or more employees. In terms of both agreements negotiated and employees covered, this represented the heaviest volume of bargaining activity experienced in any quarter since at least 1971, when the Ontario Ministry of Labour first began maintaining systematic records on major collective bargaining settlements. The second quarter of 1977 coincided with the first major bargaining round in the Ontario construction industry since 1975, and this accounted in large part for the overall increase in the number of agreements negotiated. With construction excluded, the volume of bargaining activity was similar to that experienced in the second quarter of 1976.

The average annual base wage rate increase for all industries combined in the second quarter of 1977 was 7.3 per cent, compared with 8.5 per cent in the previous quarter. This represents the third successive quarter in which the rate of increase in base wage rates has declined, and increases now appear to be running at approximately half of the rate experienced as recently as the first quarter of 1976. Between the first and second quarters of 1977, average annual base wage rate increases declined in manufacturing, non-manufacturing and construction. The reduced rate of increase in construction was especially marked, although the first quarter data for this industry were based on only four major agreements. Major construction agreements in the second quarter covered almost 48,000 employees and base wage rate increases were clustered very closely around the 5.7 per cent average, as Table 13 reveals.

Average Annual Increases

	Second Quarter 1977		First Quarter 1977	
	Per cent	Cents per hour	Per cent	Cents per hour
All Industries, including construction	7.3	47.7	8.5	41.1
Manufacturing	6.3	34.1	7.0	34.8
Non-Manufacturing (excluding construction)	8.4	48.8	8.9	42.1
Construction	5.7	58.2	17.1	119.8

The trend towards shorter term agreements, which began during 1975, continued during the first two quarters of 1977. In the second quarter almost 80 per cent of the major agreements negotiated were for a one-year term; in construction and education services, two industries which together accounted for almost half of all major agreements concluded during this period, the corresponding proportion was over 90

per cent. For the last few years, agreements in non-manufacturing have tended to be of shorter average duration than in the manufacturing sector, in part because cost-of-living clauses have been relatively infrequent in non-manufacturing agreements. This remains true, although in the second quarter of 1977 one-year agreements were in the majority in the manufacturing sector for the first time. At the same time, the practice of including cost-of-living provisions in manufacturing agreements showed signs of revival in the first half of 1977 after a period of apparent decline in early 1976. More than 40 per cent of the manufacturing agreements concluded in the first half of 1977 contained COLA clauses, compared with only 25 per cent during the whole of 1976.

Tables 6-12 show how base wage rate increases were distributed over the life of the agreements. Increases during the first twelve months of all agreements averaged 7.4 per cent, compared with the 7.3 per cent average annual increase over the whole term of the agreements. These two figures are quite naturally almost identical at present simply because of the dominance of one-year agreements; there does not appear to have been any marked departure from the familiar pattern of diminishing increases during each successive twelve month period of longer term agreements. However, increases during the second twelve months of two-year agreements are now much closer in magnitude to the first year increases than was the case a year ago. This may be partly due to the influence of the anti-inflation guidelines, which in general have established a differential of only 2 per cent between allowable successive yearly increases, and to the reduced incidence of "catch-up" wage increases, which in the past were often heavily concentrated in the early stages of longer term agreements.

The influence of the anti-inflation guidelines is probably reflected also in Table 13, which reveals a marked concentration of average annual base wage rate increases in the 5.0 to 9.9 per cent range. Only 24 of the 258 major agreements negotiated in the second quarter of 1977 contained average increases of 10 per cent or more. The proportion of agreements in this category (9.3 per cent) is significantly lower than in either the second quarter of 1976 (61 per cent) or of 1975 (95 per cent).

ANNUAL PERCENTAGE INCREASE IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1977, BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	258	204	34	20	-	-
NUMBER OF EMPLOYEES AFFECTED	196,192	159,510	19,299	17,383	-	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	7.3	7.7	6.9	3.9	-	-
AGREEMENTS WITH COL CLAUSE	5.4	6.8	6.4	3.8	-	-
AGREEMENTS WITHOUT COL CLAUSE	7.7	7.8	7.0	5.4	-	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	47.7	50.7	43.7	25.2	-	-
AGREEMENTS WITH COL CLAUSE	31.2	39.3	33.5	22.9	-	-
AGREEMENTS WITHOUT COL CLAUSE	51.4	51.9	46.4	56.6	-	-

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING
200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1977, BY INDUSTRY

INDUSTRY	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE			
	AGTS	EMPLS	PER CENT	CENTS PER HOUR	AGTS	EMPLS	PER CENT	CENTS PER HOUR	AGTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST)...	258	196,192	7.3	47.7	52	35,644	5.4	31.2	206	160,548	7.7	51.4
ALL INDUSTRIES (EXCL CONST)...	191	148,293	7.8	44.4	52	35,644	5.4	31.2	139	112,649	8.5	48.5
MANUFACTURING	79	45,042	6.3	34.1	35	24,437	4.9	27.0	44	20,605	8.1	42.7
FOOD, BEVERAGES	15	8,025	8.4	47.3	2	1,097	9.8	48.3	13	6,928	8.2	47.2
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	6	4,150	4.4	24.6	6	4,150	4.4	24.6	-	-	-	-
LEATHER	2	675	6.0	28.0	-	-	-	-	2	675	6.0	28.0
TEXTILES	5	2,075	9.3	39.1	2	790	9.6	39.6	3	1,285	9.1	38.8
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	1	450	13.6	71.4	-	-	-	-	1	450	13.6	71.4
WOOD	2	555	7.8	37.3	-	-	-	-	2	555	7.8	37.3
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	1	234	6.9	32.5	-	-	-	-	1	234	6.9	32.5
PRINTING, PUBLISHING	4	2,714	10.4	51.9	-	-	-	-	4	2,714	10.4	51.9
PRIMARY METALS	3	1,626	6.3	33.1	1	406	3.5	19.2	2	1,220	7.2	37.7
FABRICATED METALS	6	1,706	5.8	29.1	4	1,223	5.7	30.1	2	483	6.2	26.5
MACHINERY	7	4,496	3.8	22.9	5	4,006	3.5	21.3	2	490	6.8	36.0
TRANSPORTATION EQUIP	8	7,195	3.8	23.3	8	7,195	3.8	23.3	-	-	-	-
ELECTRICAL PRODUCTS	11	7,400	6.1	31.1	4	4,260	5.8	30.7	7	3,140	6.6	31.6
NON-METALLIC MINERALS	5	2,525	6.7	38.0	3	1,310	6.0	34.1	2	1,215	7.4	42.2
PETROLEUM, OIL	2	416	8.0	46.0	-	-	-	-	2	416	8.0	46.0
CHEMICALS	1	800	8.0	45.0	-	-	-	-	1	800	8.0	45.0
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	112	103,251	8.4	48.8	17	11,207	6.5	40.4	95	92,044	8.6	49.9
FORESTRY	1	225	7.9	54.0	-	-	-	-	1	225	7.9	54.0
MINING, QUARRYING	5	3,207	11.1	72.0	-	-	-	-	1	218	11.1	72.0
TRANSPORTATION	1	1,500	7.1	38.1	1	200	5.3	34.0	4	3,007	7.3	38.4
STORAGE	1	4,750	8.8	55.3	1	1,500	8.8	55.3	-	-	-	-
COMMUNICATIONS	1	13,900	10.3	32.8	-	-	-	-	1	4,750	10.3	32.8
ELECTRIC, GAS, WATER	3	280	8.0	49.6	2	900	8.0	44.3	1	13,000	8.0	50.0
WHOLESALE TRADE	1	225	6.9	35.0	-	-	-	-	1	280	6.9	35.0
RETAIL TRADE	1	225	8.8	27.5	-	-	-	-	1	225	8.8	27.5
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	56	35,294	7.3	46.0	8	5,571	5.7	40.7	48	29,723	7.6	47.0
HEALTH, WELFARE SERVICES	4	1,270	6.7	34.1	-	-	-	-	4	1,270	6.7	34.1
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	5	3,844	7.9	23.5	1	900	4.0	12.6	-	2,944	9.0	26.9
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	12	24,817	10.1	61.2	-	-	-	-	12	24,817	10.1	61.2
PROVINCIAL ADMINISTRATION	2	5,135	10.5	57.5	-	-	-	-	2	5,135	10.5	57.5
LOCAL ADMINISTRATION	19	8,586	7.6	43.7	4	2,136	7.6	39.7	15	6,450	7.7	45.0

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	204	159,510	7.7	50.7	41.5	34	19,299	6.9	43.7	20	17,383	3.9	25.2	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	146	118,461	8.3	47.6	49.3	26	13,649	7.8	41.6	19	16,183	3.8	22.9	-	-	-	-	-	-	-
MANUFACTURING	44	22,647	8.0	41.5	41.5	16	6,212	7.2	36.6	19	16,183	3.8	22.9	-	-	-	-	-	-	-
FOOD, BEVERAGES	11	6,143	8.6	49.3	49.3	4	1,882	7.7	41.0	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	1	360	6.2	29.0	29.0	1	315	5.8	27.0	6	4,150	4.4	24.6	-	-	-	-	-	-	-
TEXTILES	3	1,363	11.2	45.8	45.8	1	212	6.3	21.5	1	500	5.5	28.3	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	1	450	13.6	71.4	71.4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	2	555	7.8	37.3	37.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	3	2,503	10.7	51.2	51.2	1	234	6.9	32.5	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	2	906	4.3	25.7	25.7	1	720	7.2	60.3	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	2	415	5.2	24.6	24.6	3	868	6.8	30.8	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	3	746	6.6	35.4	35.4	-	-	-	-	1	423	4.6	30.0	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	1	350	8.4	32.0	32.0	1	245	9.2	40.0	4	3,750	3.3	20.4	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	9	6,140	6.3	31.8	31.8	1	500	6.6	32.0	6	6,600	3.3	22.2	-	-	-	-	-	-	-
NON-METALLIC MINERALS	3	1,500	7.0	41.2	41.2	2	1,025	6.2	33.3	1	760	4.5	24.6	-	-	-	-	-	-	-
PETROLEUM, OIL	2	416	8.0	46.0	46.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	1	800	8.0	45.0	45.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	102	95,814	8.4	49.1	49.1	10	7,437	8.2	45.8	-	-	-	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	1	225	7.9	54.0	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	1	218	11.1	72.0	72.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	5	3,207	7.1	38.1	38.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	1	1,500	8.8	55.3	55.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	1	4,750	10.3	32.8	32.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	3	13,900	8.0	49.6	49.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	1	280	6.9	35.0	35.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	1	225	8.8	27.5	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	54	33,039	7.2	44.4	44.4	2	2,255	9.1	70.2	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	3	870	6.4	26.7	26.7	1	400	7.2	50.0	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	2	619	7.6	23.0	23.0	3	3,225	7.9	23.6	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	11	23,946	10.1	60.9	60.9	1	871	8.4	70.1	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	2	5,135	10.5	57.5	57.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	18	8,350	7.7	44.1	44.1	1	236	4.5	27.5	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	58	41,049	5.9	59.5	59.5	8	5,650	4.8	48.6	1	1,200	5.4	55.5	-	-	-	-	-	-	-

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST) ..	180	144,095	7.8	51.9		25	15,253	7.0	46.4		1	1,200	5.4	56.6		-	-	-	-	
ALL INDUSTRIES (EXCL CONST) ..	122	103,046	8.6	48.9		17	9,603	8.3	45.1		-	-	-	-		-	-	-	-	
MANUFACTURING	34	16,748	8.3	43.7		10	3,857	7.4	38.1		-	-	-	-		-	-	-	-	
FOOD, BEVERAGES	9	5,046	8.4	49.5		4	1,882	7.7	41.0		-	-	-	-		-	-	-	-	
TOBACCO	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
LEATHER	1	360	6.2	29.0		1	315	5.8	27.0		-	-	-	-		-	-	-	-	
TEXTILES	2	1,073	9.7	42.2		1	212	6.3	21.5		-	-	-	-		-	-	-	-	
KNITTING MILLS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CLOTHING	1	450	13.6	71.4		-	-	-	-		-	-	-	-		-	-	-	-	
WOOD	2	555	7.8	37.3		-	-	-	-		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PAPER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	3	2,503	10.7	51.2		1	234	6.9	32.5		-	-	-	-		-	-	-	-	
PRIMARY METALS	1	500	5.0	31.0		1	720	7.2	60.3		-	-	-	-		-	-	-	-	
FABRICATED METALS	1	200	6.9	35.0		1	283	5.7	20.5		-	-	-	-		-	-	-	-	
MACHINERY	2	490	6.8	36.0		-	-	-	-		-	-	-	-		-	-	-	-	
TRANSPORTATION EQUIP	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRICAL PRODUCTS	7	3,140	6.6	31.6		-	-	-	-		-	-	-	-		-	-	-	-	
NON-METALLIC MINERALS	2	1,215	7.4	42.2		-	-	-	-		-	-	-	-		-	-	-	-	
PETROLEUM, OIL	2	416	8.0	46.0		-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	1	800	8.0	45.0		-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
NON-MANUFACTURING (EXCL CONST)	88	86,298	8.6	49.9		7	5,746	9.0	49.7		-	-	-	-		-	-	-	-	
FORESTRY	-	-	-	-		1	225	7.9	54.0		-	-	-	-		-	-	-	-	
MINING, QUARRYING	1	218	11.1	72.0		-	-	-	-		-	-	-	-		-	-	-	-	
TRANSPORTATION	4	3,007	7.3	38.4		-	-	-	-		-	-	-	-		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	1	4,750	10.3	32.8		-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	1	13,000	8.0	50.0		-	-	-	-		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	1	280	6.9	35.0		-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		1	225	8.8	27.5		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE ..	47	28,023	7.5	45.5		-	-	-	-		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	3	870	6.4	26.7		1	1,700	9.1	71.5		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		1	400	7.2	50.0		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	2	619	7.6	23.0		-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		2	2,325	9.4	27.9		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	11	23,946	10.1	60.9		-	-	-	-		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	2	5,135	10.5	57.5		1	871	8.4	70.1		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	15	6,450	7.7	45.0		-	-	-	-		-	-	-	-		-	-	-	-	
CONSTRUCTION	58	41,049	5.9	59.5		8	5,650	4.8	48.6		1	1,200	5.4	56.6		-	-	-	-	

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1977,
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

AVERAGE INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
NUMBER OF AGREEMENTS	258	24	180	9	25	19	1	-	-
NUMBER OF EMPLOYEES AFFECTED	196,192	15,415	44,095	4,046	15,253	16,183	1,200	-	-
AVERAGE PER CENT INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	7.4	6.8	7.8	7.4	7.6	4.7	2.0	-	-
SECOND 12 MONTHS OF AGREEMENT	5.1	1.2	2.9	6.3	6.8	3.4	3.9	-	-
THIRD 12 MONTHS OF AGREEMENT	3.6	-	-	-	-	3.1	10.4	-	-
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	7.3	6.8	7.8	6.4	7.0	3.8	5.4	-	-
AVERAGE CENTS-PER-HOUR INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	47.8	39.3	51.6	36.8	47.1	27.5	20.0	-	-
SECOND 12 MONTHS OF AGREEMENT	33.4	5.0	15.0	36.9	47.1	21.0	40.0	-	-
THIRD 12 MONTHS OF AGREEMENT	26.2	-	-	-	-	20.0	110.0	-	-
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	47.7	39.3	51.9	33.5	46.4	22.9	56.6	-	-

AVERAGE PER CENT INCREASES IN BASE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1977,
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST)...	7.4	5.1	3.6	-	7.7	2.5	7.5	6.7	-	4.5	3.5	3.6	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST)...	8.0	5.0	3.1	-	8.3	2.5	8.9	7.3	-	4.7	3.4	3.1	-	-	-	-	-	-	-	-
MANUFACTURING	6.8	4.2	3.1	-	7.9	2.5	8.4	6.7	-	4.7	3.4	3.1	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	8.7	8.4	-	-	8.4	-	9.9	8.4	-	-	-	-	-	-	-	-	-	-	-	-
TORACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	5.6	4.2	3.4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	6.4	5.0	-	-	6.2	-	6.7	5.0	-	5.6	4.2	3.4	-	-	-	-	-	-	-	-
TEXTILES	10.1	3.2	4.6	-	11.2	2.5	7.3	5.4	-	8.3	3.8	4.6	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	13.6	-	-	-	13.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	7.8	-	-	-	7.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	8.0	5.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	10.5	6.1	-	-	10.7	-	8.4	6.1	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	6.5	7.8	-	-	4.1	-	9.7	7.8	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	6.6	5.1	3.6	-	5.2	-	7.3	5.7	-	6.4	3.7	3.6	-	-	-	-	-	-	-	-
MACHINERY	4.3	2.9	3.0	-	6.6	-	-	-	-	3.9	2.9	3.0	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	4.5	3.1	3.0	-	8.4	-	12.0	6.4	-	4.0	3.0	3.0	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	6.3	5.8	1.7	-	6.3	-	6.4	6.8	-	6.6	5.1	1.7	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	6.9	5.5	-	-	6.7	-	6.9	5.5	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	8.0	-	-	-	8.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	8.0	-	-	-	8.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	8.5	7.8	-	-	8.4	-	9.3	7.8	-	-	-	-	-	-	-	-	-	-	-	-
FORESTRY	8.8	7.0	-	-	-	-	8.8	7.0	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	11.1	-	-	-	11.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	7.1	-	-	-	7.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	9.6	-	-	-	9.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	10.3	-	-	-	10.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	8.0	-	-	-	8.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	6.9	-	-	-	6.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	10.0	7.6	-	-	-	-	10.0	7.6	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	7.3	7.9	-	-	7.2	-	10.2	7.9	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	7.4	6.2	-	-	6.9	-	8.3	6.2	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	8.8	8.8	-	-	8.0	-	9.0	8.8	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	10.1	6.9	-	-	10.1	-	10.0	6.9	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	10.5	-	-	-	10.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	7.6	4.5	-	-	7.7	-	4.5	4.5	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	5.5	5.2	10.4	-	5.8	-	4.2	5.5	-	2.0	3.9	10.4	-	-	-	-	-	-	-	-

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSES
 COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1977,
 BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST)...	7.7	6.5	10.4	-	7.8	2.9	7.6	6.8	-	2.0	3.9	10.4	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST)...	8.7	7.3	-	-	8.6	2.9	9.6	7.6	-	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING	8.4	6.4	-	-	8.2	2.9	9.0	7.1	-	-	-	-	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	8.8	8.4	-	-	8.4	-	9.9	8.4	-	-	-	-	-	-	-	-	-	-	-	-
TORACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	6.4	5.0	-	-	6.2	-	6.7	5.0	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	8.9	3.5	-	-	9.3	2.9	7.3	5.4	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	13.6	-	-	-	13.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	7.8	-	-	-	7.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	8.0	5.9	-	-	-	-	-	5.9	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	10.5	6.1	-	-	10.7	-	8.0	6.1	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	7.8	7.8	-	-	5.0	-	9.7	7.8	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	6.3	4.0	-	-	6.9	-	5.9	4.0	-	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	6.8	-	-	-	6.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	6.6	-	-	-	6.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	7.4	-	-	-	7.4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	8.0	-	-	-	8.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	8.0	-	-	-	8.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	8.7	7.9	-	-	8.6	-	10.0	7.9	-	-	-	-	-	-	-	-	-	-	-	-
FORESTRY	8.8	7.0	-	-	-	-	8.8	7.0	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	11.1	-	-	-	11.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	7.3	-	-	-	7.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	10.3	-	-	-	10.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	8.0	-	-	-	8.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	6.9	-	-	-	6.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	10.0	7.6	-	-	-	-	10.0	7.6	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	7.6	8.0	-	-	7.5	-	10.3	8.0	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	7.4	6.2	-	-	6.9	-	8.3	6.2	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	9.7	8.8	-	-	8.0	-	10.1	8.8	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	10.1	6.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	10.5	-	-	-	10.5	-	10.0	6.9	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	7.7	-	-	-	7.7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	5.5	5.2	10.4	-	5.8	-	4.2	5.5	-	2.0	3.9	10.4	-	-	-	-	-	-	-	-

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1977, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECD 12MOS	THIRD 12MOS	FOURT 12MOS	FIRST 12MOS	SECD 12MOS	FIRST 12MOS	SECD 12MOS	FIRST 12MOS	SECD 12MOS	FIRST 12MOS	SECD 12MOS	FIRST 12MOS	SECD 12MOS	FIRST 12MOS	SECD 12MOS	FIRST 12MOS	SECD 12MOS	THIRD 12MOS	FOURT 12MOS
ALL INDUSTRIES (INCL CONST) ..	33.6	23.3	20.0	-	39.3	5.0	36.8	36.9	-	27.5	21.0	20.0	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	33.6	23.3	20.0	-	39.3	5.0	36.8	36.9	-	27.5	21.0	20.0	-	-	-	-	-	-	-	-
MANUFACTURING	29.9	22.1	20.0	-	33.9	5.0	36.7	31.9	-	27.5	21.0	20.0	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	41.6	-	-	-	41.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TORACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	30.1	23.8	20.1	-	-	-	-	-	-	30.1	23.8	20.1	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	48.8	14.5	25.0	-	64.0	5.0	-	-	-	40.0	20.0	25.0	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	16.0	-	-	-	16.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	34.6	30.0	25.0	-	15.0	-	38.0	33.6	-	40.0	25.0	25.0	-	-	-	-	-	-	-	-
MACHINERY	24.1	18.4	19.2	-	34.2	-	-	-	-	23.4	18.4	19.2	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	26.7	20.0	20.9	-	32.0	-	50.0	30.0	-	25.5	19.7	20.9	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	32.3	30.9	10.0	-	32.0	-	30.0	34.0	-	35.0	29.0	10.0	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	36.2	30.5	-	-	37.0	-	36.0	30.5	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	41.7	51.7	-	-	42.6	-	37.1	51.7	-	-	-	-	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	34.0	-	-	-	34.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	60.0	-	-	-	60.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	44.3	-	-	-	44.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	41.2	61.9	-	-	37.9	-	70.9	61.9	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	18.9	-	-	-	-	-	18.9	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	39.7	28.0	-	-	41.3	-	27.0	28.0	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

ALL AGREEMENTS
COST-OF-LIVING CLAUSE

AGREEMENTS WITH
COST-OF-LIVING CLAUSE

AGREEMENTS WITHOUT
COST-OF-LIVING CLAUSE

ALL AGREEMENTS
COST-OF-LIVING CLAUSE

AGREEMENTS WITH
COST-OF-LIVING CLAUSE

AGREEMENTS WITHOUT
COST-OF-LIVING CLAUSE

ALL INDUSTRIES, EXCLUDING CONSTRUCTION

IN PER CENT

UNDER	4.9 PER CENT	5.0 - 9.9 PER CENT	10.0 - 14.9 PER CENT	15.0 - 19.9 PER CENT	20.0 - 24.9 PER CENT	25.0 - 29.9 PER CENT	30.0 - 34.9 PER CENT	35.0 - 39.9 PER CENT	40.0 - 44.9 PER CENT	45.0 - 49.9 PER CENT	50.0 PER CENT AND OVER
1	28	141	14	6	2	-	-	-	-	-	-
5.0	20,827	96,255	27,781	1,746	1,684	-	-	-	-	-	-
10.0	23	26	-	3	-	-	-	-	-	-	-
15.0	19,090	15,606	-	948	-	-	-	-	-	-	-
20.0	5	115	14	3	2	-	-	-	-	-	-
25.0	-	-	-	-	-	-	-	-	-	-	-
30.0	-	-	-	-	-	-	-	-	-	-	-
35.0	-	-	-	-	-	-	-	-	-	-	-
40.0	-	-	-	-	-	-	-	-	-	-	-
45.0	-	-	-	-	-	-	-	-	-	-	-
50.0	-	-	-	-	-	-	-	-	-	-	-

AVERAGE

7.3

5.4

7.7

IN CENTS PER HOUR

UNDER	9.9 CENTS	10.0 - 19.9 PER CENT	20.0 - 29.9 PER CENT	30.0 - 39.9 PER CENT	40.0 - 49.9 PER CENT	50.0 - 59.9 PER CENT	60.0 - 69.9 PER CENT	70.0 - 79.9 PER CENT	80.0 - 89.9 PER CENT	90.0 - 99.9 PER CENT	100.0 CENTS AND OVER
1	1	9	42	47	18	13	7	1	1	5	-
5.0	1,650	5,150	25,209	29,665	30,400	27,429	21,006	4,909	342	935	1,598
10.0	1	7	16	16	3	1	2	1	1	1	4
15.0	1,650	4,471	13,295	9,644	1,961	2,240	555	1,170	342	935	1,282
20.0	26	26	31	43	15	12	5	-	-	-	-
25.0	-	-	-	-	-	-	-	-	-	-	-
30.0	-	-	-	-	-	-	-	-	-	-	-
35.0	-	-	-	-	-	-	-	-	-	-	-
40.0	-	-	-	-	-	-	-	-	-	-	-
45.0	-	-	-	-	-	-	-	-	-	-	-
50.0	-	-	-	-	-	-	-	-	-	-	-

AVERAGE

47.7

31.2

51.4

CONSTRUCTION

IN PER CENT

UNDER	4.9 PER CENT	5.0 - 9.9 PER CENT	10.0 - 14.9 PER CENT	15.0 - 19.9 PER CENT	20.0 - 24.9 PER CENT	25.0 - 29.9 PER CENT	30.0 - 34.9 PER CENT	35.0 - 39.9 PER CENT	40.0 - 44.9 PER CENT	45.0 - 49.9 PER CENT	50.0 PER CENT AND OVER
1	16	49	2	-	-	-	-	-	-	-	-
5.0	10,710	36,059	1,130	-	-	-	-	-	-	-	-
10.0	-	-	-	-	-	-	-	-	-	-	-
15.0	-	-	-	-	-	-	-	-	-	-	-
20.0	-	-	-	-	-	-	-	-	-	-	-
25.0	-	-	-	-	-	-	-	-	-	-	-
30.0	-	-	-	-	-	-	-	-	-	-	-
35.0	-	-	-	-	-	-	-	-	-	-	-
40.0	-	-	-	-	-	-	-	-	-	-	-
45.0	-	-	-	-	-	-	-	-	-	-	-
50.0	-	-	-	-	-	-	-	-	-	-	-

AVERAGE

5.7

-

5.7

IN CENTS PER HOUR

UNDER	9.9 CENTS	10.0 - 19.9 PER CENT	20.0 - 29.9 PER CENT	30.0 - 39.9 PER CENT	40.0 - 49.9 PER CENT	50.0 - 59.9 PER CENT	60.0 - 69.9 PER CENT	70.0 - 79.9 PER CENT	80.0 - 89.9 PER CENT	90.0 - 99.9 PER CENT	100.0 CENTS AND OVER
1	3	6	2	6	16	20	11	2	1	1	-
5.0	900	5,850	760	3,760	11,205	8,369	14,405	1,800	850	-	-
10.0	-	-	-	-	-	-	-	-	-	-	-
15.0	-	-	-	-	-	-	-	-	-	-	-
20.0	-	-	-	-	-	-	-	-	-	-	-
25.0	-	-	-	-	-	-	-	-	-	-	-
30.0	-	-	-	-	-	-	-	-	-	-	-
35.0	-	-	-	-	-	-	-	-	-	-	-
40.0	-	-	-	-	-	-	-	-	-	-	-
45.0	-	-	-	-	-	-	-	-	-	-	-
50.0	-	-	-	-	-	-	-	-	-	-	-

AVERAGE

58.2

-

58.2



Ontario
Ministry of
Labour



4- WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, THIRD QUARTER 1977

Prepared by

12- Research Branch

Ontario Ministry of Labour

February 1978

Hon. Bette Stephenson, M.D.
Minister

T. E. Armstrong, Q.C.
Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the third quarter of 1977. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available. It should also be noted that some of the settlements may be subject to revision as a result of rulings by the Anti-Inflation Board.

Beginning with the second quarter of 1976, eight new tables have been included in the report - Tables 1 and 6-12, inclusive. Prior to this period the published data related to average annual increases only, that is, the total increases negotiated for the full term of the agreement, reduced to an annual average. This information is now contained in Tables 1-5 and 13 of the expanded report. Tables 6-12 have been added to provide data showing how the total increase is distributed in each 12 month period of the agreement. The additional data have been made possible by the completion of a new computerized processing system.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as follows: one-year - less than 18 months; two-year - 18 to 29 months; three-year - 30 to 41 months; and four-year - 42 to 53 months.

The data in this report were prepared for computer processing by Susan Markell, Kris Krestensen and Donald Reshetnyk. For further information on any of the tables, please call Susan Markell, Research Branch, Ontario Ministry of Labour (965-6101).

Toronto
February 24, 1978

Highlights

During the third quarter of 1977, a total of 146 collective agreements, covering over 115,000 employees, were negotiated in Ontario for bargaining units of 200 or more employees. Both the number of agreements negotiated and the number of employees covered were significantly below second quarter levels, but were closely comparable to those experienced in the first quarter of the year. Bargaining activity in the third quarter was again heavily concentrated in the non-manufacturing sector. Four industry groups (education and related services, federal administration, transportation and construction) together accounted for almost one-half of the major agreements negotiated and two-thirds of the employees covered.

The average annual base wage rate increase for all industries combined in the third quarter of 1977 was 6.8 per cent, compared with 7.3 per cent in the second quarter. In manufacturing the average annual base wage rate increase remained at 6.3 per cent, whilst in construction it increased to 7.9 per cent, from 5.7 per cent in the second quarter. However, in non-manufacturing there was a significant reduction from 8.4 per cent to 6.9 per cent, and it was this that accounted for the overall reduction in the all industries figure. The percentage increase in base wage rates for all industries combined has now declined in each of the last four quarters.

	Average Annual Increases			
	Third Quarter 1977		Second Quarter 1977	
	<u>Per</u> <u>cent</u>	<u>Cents</u> <u>per hour</u>	<u>Per</u> <u>cent</u>	<u>Cents</u> <u>per hour</u>
All Industries, including construction	6.8	44.4	7.3	47.7
Manufacturing	6.3	35.4	6.3	34.1
Non-Manufacturing (excluding construction)	6.9	42.5	8.4	48.8
Construction	7.9	71.9	5.7	58.2

Just over 75 per cent of all agreements negotiated in the third quarter were for a one-year duration, whilst less than 6 per cent were for more than two years. Both figures are in line with those for the first half of 1977, although the proportion of one-year agreements has been significantly higher during 1977 than was the case in 1976. Until recently one-year agreements in the manufacturing sector were in the minority, but in the third quarter of 1977 the proportion of one-year agreements rose to almost 67 per cent. It seems likely that the uncertainty surrounding the timing and method of removing the anti-inflation controls has been at least partly responsible for the very

high proportion of one-year agreements during the first nine months of 1977. The federal government has since announced its plans for de-control, but it may be some time before the distribution of agreements by duration returns to something approaching the pre-controls pattern. However, it is interesting to note that during the first nine months of 1977 there have been signs of a revival in the popularity of cost-of-living (COLA) clauses in newly negotiated agreements, at least in the manufacturing sector. It is possible that many of the COLA clauses which were suspended or "frozen" in a number of agreements during the controls period will re-emerge as controls are withdrawn from April 14, 1978 onwards. This, in itself, may induce some unions to be more willing to contemplate longer term contracts.

Tables 6-12 indicate the distribution of base wage rate increases over the life of the agreements. Increases in the first 12 months of all agreements averaged 6.9 per cent, in the second 12 months 4.5 per cent, and in the third 12 months 3.4 per cent. Each of these increases is lower than the corresponding figures for the second quarter (viz. 7.4 per cent, 5.1 per cent, and 3.6 per cent, respectively).

Finally, Table 13 shows the distribution of average annual per cent increases by size of increase. The vast majority of agreements (108 of 146) provided increases in the 5.0-9.9 per cent range; only 15 agreements included increases in excess of 10 per cent.

Highlights

During the third quarter of 1977, a total of 146 collective agreements, covering over 115,000 employees, were negotiated in Ontario for bargaining units of 200 or more employees. Both the number of agreements negotiated and the number of employees covered were significantly below second quarter levels, but were closely comparable to those experienced in the first quarter of the year. Bargaining activity in the third quarter was again heavily concentrated in the non-manufacturing sector. Four industry groups (education and related services, federal administration, transportation and construction) together accounted for almost one-half of the major agreements negotiated and two-thirds of the employees covered.

The average annual base wage rate increase for all industries combined in the third quarter of 1977 was 6.8 per cent, compared with 7.3 per cent in the second quarter. In manufacturing the average annual base wage rate increase remained at 6.3 per cent, whilst in construction it increased to 7.9 per cent, from 5.7 per cent in the second quarter. However, in non-manufacturing there was a significant reduction from 8.4 per cent to 6.9 per cent, and it was this that accounted for the overall reduction in the all industries figure. The percentage increase in base wage rates for all industries combined has now declined in each of the last four quarters.

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Finally, Table 13 shows the distribution of average annual per cent increases by size of increase. The vast majority of agreements (108 of 146) provided increases in the 5.0-9.9 per cent range; only 15 agreements included increases in excess of 10 per cent.

TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING
AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN THIRD QUARTER OF 1977, BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	146	110	28	8	-	-
NUMBER OF EMPLOYEES AFFECTED	115,095	90,640	15,716	8,739	-	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	6.8	7.3	5.6	4.2	-	-
AGREEMENTS WITH COL CLAUSE	5.9	7.1	4.5	4.2	-	-
AGREEMENTS WITHOUT COL CLAUSE	7.4	7.4	7.2	-	-	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	44.4	47.7	35.2	25.7	-	-
AGREEMENTS WITH COL CLAUSE	36.6	44.0	29.1	25.7	-	-
AGREEMENTS WITHOUT COL CLAUSE	48.5	49.0	44.2	-	-	-

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1977,
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS
ALL INDUSTRIES (INCL CONST).	110	90,640	7.3	47.7		28	15,716	5.6	35.2		8	8,739	4.2	25.7		-	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	102	77,850	7.2	43.8		26	15,116	5.5	33.6		8	8,739	4.2	25.7		-	-	-	-	-
MANUFACTURING	32	13,793	7.2	41.9		9	3,265	7.8	32.8		7	8,509	4.2	25.7		-	-	-	-	-
FOOD, BEVERAGES	7	4,793	8.6	54.5		-	-	-	-		-	-	-	-		-	-	-	-	-
TOBACCO	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		2	883	5.7	29.9		-	-	-	-	-
LEATHER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
TEXTILES	3	914	7.4	30.0		1	316	8.1	31.0		-	-	-	-		-	-	-	-	-
KNITTING MILLS	1	380	5.9	24.0		-	-	-	-		-	-	-	-		-	-	-	-	-
CLOTHING	-	-	-	-		1	240	9.2	28.0		-	-	-	-		-	-	-	-	-
WOOD	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
FURNITURE, FIXTURES	2	455	6.8	33.3		-	-	-	-		-	-	-	-		-	-	-	-	-
PAPER	1	275	9.4	49.0		1	319	6.4	26.0		-	-	-	-		-	-	-	-	-
PRINTING, PUBLISHING	2	738	5.8	48.1		1	200	15.0	49.7		-	-	-	-		-	-	-	-	-
PRIMARY METALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
FABRICATED METALS	3	745	7.1	37.2		2	560	8.3	37.7		1	350	15.9	65.6		-	-	-	-	-
MACHINERY	2	932	6.1	37.5		-	-	-	-		1	5,300	3.8	27.0		-	-	-	-	-
TRANSPORTATION EQUIP	3	1,787	3.9	26.0		1	400	10.1	32.5		2	1,655	2.1	12.0		-	-	-	-	-
ELECTRICAL PRODUCTS	4	1,464	7.1	35.5		-	-	-	-		-	-	-	-		-	-	-	-	-
NON-METALLIC MINERALS	2	810	9.1	41.9		1	620	5.9	32.0		-	-	-	-		-	-	-	-	-
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
CHEMICALS	2	500	7.9	41.4		1	610	5.4	30.5		1	321	4.0	21.1		-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	70	64,057	7.2	44.2		17	11,851	4.9	33.8		1	230	4.0	24.6		-	-	-	-	-
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
MINING, QUARRYING	-	-	-	-		1	500	1.0	6.5		1	230	4.0	24.6		-	-	-	-	-
TRANSPORTATION	2	6,610	5.9	35.2		3	6,740	4.2	31.6		-	-	-	-		-	-	-	-	-
STORAGE	-	-	-	-		1	230	7.0	33.5		-	-	-	-		-	-	-	-	-
COMMUNICATIONS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
ELECTRIC, GAS, WATER	2	533	8.6	52.5		1	200	5.0	26.5		-	-	-	-		-	-	-	-	-
WHOLESALE TRADE	-	-	-	-		3	750	5.5	36.4		-	-	-	-		-	-	-	-	-
RETAIL TRADE	3	1,829	14.5	93.4		1	394	6.9	29.5		-	-	-	-		-	-	-	-	-
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
INSURANCE, REAL ESTATE	1	765	8.2	50.0		-	-	-	-		-	-	-	-		-	-	-	-	-
EDUCATION, RELATED SERVICE	34	27,889	6.4	42.9		1	386	6.4	22.6		-	-	-	-		-	-	-	-	-
HEALTH, WELFARE SERVICES	1	200	7.9	31.0		4	1,421	7.2	50.5		-	-	-	-		-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
MANAGEMENT SERVICES	3	1,668	5.8	26.6		1	250	4.6	16.0		-	-	-	-		-	-	-	-	-
PERSONAL SERVICES	1	225	16.7	44.5		-	-	-	-		-	-	-	-		-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
FEDERAL ADMINISTRATION	14	20,897	8.5	48.6		1	980	6.2	49.0		-	-	-	-		-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
LOCAL ADMINISTRATION	9	3,441	4.7	26.2		-	-	-	-		-	-	-	-		-	-	-	-	-
CONSTRUCTION	8	12,790	7.9	71.7		2	600	7.4	76.6		-	-	-	-		-	-	-	-	-

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1977, BY INDUSTRY AND DURATION OF AGREEMENT

[illegible]

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN THIRD QUARTER OF 1977, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS
ALL INDUSTRIES (INCL CONST).	93	68,319	7.4	49.0		19	6,386	7.2	44.2		-	-	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	85	55,529	7.3	43.7		17	5,786	7.1	40.8		-	-	-	-	-	-	-	-	-	-
MANUFACTURING	29	11,418	7.6	44.2		6	1,965	8.2	34.2		-	-	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	7	4,793	8.6	54.5		-	-	-	-		-	-	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-		-	-	-	-		-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-		-	-	-	-		-	-	-	-	-	-	-	-	-	-
TEXTILES	3	914	7.4	30.0		1	316	8.1	31.0		-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	1	380	5.9	24.0		-	-	-	-		-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-		1	240	9.2	28.0		-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-		-	-	-	-		-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	2	455	6.8	33.3		-	-	-	-		-	-	-	-	-	-	-	-	-	-
PAPER	1	275	9.4	49.0		1	319	6.4	26.0		-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	2	738	5.8	48.1		1	200	15.0	49.7		-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-		-	-	-	-		-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	3	745	7.1	37.2		1	280	10.9	50.0		-	-	-	-	-	-	-	-	-	-
MACHINERY	1	237	7.3	36.0		-	-	-	-		-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	2	617	5.7	37.4		-	-	-	-		-	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	4	1,464	7.1	35.5		-	-	-	-		-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	1	300	6.5	35.0		-	-	-	-		-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-	-	-	-	-	-	-
CHEMICALS	2	500	7.9	41.4		1	610	5.4	30.5		-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-		-	-	-	-		-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	56	44,111	7.2	43.6		11	3,821	6.6	44.2		-	-	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-		-	-	-	-		-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	1	230	6.1	43.0		1	240	8.5	37.3		-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-		1	230	7.0	33.5		-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-		-	-	-	-		-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	1	308	12.8	77.0		1	200	5.0	26.5		-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-		3	750	5.5	36.4		-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	3	1,829	14.5	93.4		-	-	-	-		-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	1	765	8.2	50.0		-	-	-	-		-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	27	24,315	6.0	40.4		-	-	-	-		-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	1	200	7.9	31.0		4	1,421	7.2	50.5		-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	3	1,668	5.8	26.6		-	-	-	-		-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	1	225	16.7	44.5		-	-	-	-		-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	12	12,210	8.7	46.6		1	980	6.2	49.0		-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	6	2,361	5.1	29.5		-	-	-	-		-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	8	12,790	7.9	71.7		2	600	7.4	76.6		-	-	-	-	-	-	-	-	-	-

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1977,
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

AVERAGE INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
NUMBER OF AGREEMENTS	146	17	93	9	19	8	-	-	-
NUMBER OF EMPLOYEES AFFECTED	115,095	22,321	68,319	9,330	6,386	8,739	-	-	-
AVERAGE PER CENT INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	6.9	7.1	7.1	4.9	7.9	6.6	-	-	-
SECOND 12 MONTHS OF AGREEMENT ...	4.5	-	4.0	4.4	6.2	3.4	-	-	-
THIRD 12 MONTHS OF AGREEMENT	3.4	-	-	-	-	3.4	-	-	-
FOURTH 12 MONTHS OF AGREEMENT ...	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	6.8	7.1	7.4	4.5	7.2	4.2	-	-	-
AVERAGE CENTS-PER-HOUR INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	43.9	44.0	46.4	30.0	46.3	37.4	-	-	-
SECOND 12 MONTHS OF AGREEMENT ...	29.9	-	23.0	30.2	40.1	21.8	-	-	-
THIRD 12 MONTHS OF AGREEMENT	23.0	-	-	-	-	23.0	-	-	-
FOURTH 12 MONTHS OF AGREEMENT ...	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	44.4	44.0	49.0	29.1	44.2	25.7	-	-	-

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1977, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	6.9	4.5	3.4	-	7.1	4.0	6.1	5.1	-	6.6	3.4	3.4	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	7.0	4.5	3.4	-	7.2	4.0	6.1	5.1	-	6.6	3.4	3.4	-	-	-	-	-	-	-	-
MANUFACTURING	7.2	4.3	3.5	-	7.2	4.0	8.8	6.5	-	6.5	3.4	3.5	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	8.6	-	-	-	8.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TORACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	6.7	4.9	5.6	-	-	-	-	-	-	6.7	4.9	5.6	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	8.3	6.4	-	-	7.7	-	9.7	6.4	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	5.9	-	-	-	5.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	10.3	8.1	-	-	-	-	10.3	8.1	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	6.8	-	-	-	6.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	9.1	3.9	-	-	9.4	-	8.9	3.9	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	7.6	12.0	-	-	5.8	-	14.0	12.0	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	13.5	6.4	6.5	-	5.9	4.0	8.6	8.8	-	37.5	6.1	6.5	-	-	-	-	-	-	-	-
MACHINERY	5.7	2.9	3.0	-	6.1	-	-	-	-	5.6	2.9	3.0	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	4.4	5.5	3.6	-	3.9	-	11.4	8.8	-	3.3	3.6	3.6	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	7.1	-	-	-	7.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	8.2	4.8	-	-	9.1	-	7.0	4.8	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	6.5	4.3	3.4	-	7.9	-	6.2	4.6	-	4.9	3.6	3.4	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	7.0	4.7	1.5	-	7.2	-	5.3	4.7	-	8.6	3.1	1.5	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	4.1	3.1	1.5	-	-	-	2.0	-	-	8.6	3.1	1.5	-	-	-	-	-	-	-	-
TRANSPORTATION	5.1	4.0	-	-	5.9	-	4.4	4.0	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	8.0	6.0	-	-	-	-	8.0	6.0	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	7.9	4.0	-	-	8.6	-	6.0	4.0	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	5.0	5.9	-	-	-	-	5.0	5.9	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	13.3	6.1	-	-	14.5	-	7.7	6.1	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	8.2	-	-	-	8.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	6.4	3.7	-	-	6.4	-	5.8	3.7	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	8.3	6.2	-	-	7.9	-	8.3	6.2	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	6.3	-	-	-	5.8	-	9.5	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	19.7	-	-	-	19.7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	8.4	5.9	-	-	8.5	-	6.4	5.9	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	4.7	-	-	-	4.7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	6.3	5.4	-	-	6.3	-	6.9	5.4	-	-	-	-	-	-	-	-	-	-	-	-

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1977,
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
	FIRST 12MOS	SECON 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECON 12MOS	FIRST 12MOS	SECON 12MOS	FIRST 12MOS	SECON 12MOS	FIRST 12MOS	SECON 12MOS
ALL INDUSTRIES (INCL CONST) ..	7.2	6.1	-	-	7.1	4.0	7.9	6.2	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	7.4	6.2	-	-	7.3	4.0	8.0	6.3	-	-	-	-
MANUFACTURING	7.8	6.5	-	-	7.6	4.0	9.1	6.9	-	-	-	-
FOOD, BEVERAGES	8.6	-	-	-	8.6	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	8.3	6.4	-	-	7.7	-	9.7	6.4	-	-	-	-
KNITTING MILLS	5.9	-	-	-	5.9	-	-	-	-	-	-	-
CLOTHING	10.3	8.1	-	-	-	-	10.3	8.1	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	6.8	-	-	-	6.8	-	-	-	-	-	-	-
PAPER	9.1	3.9	-	-	9.4	-	8.9	3.9	-	-	-	-
PRINTING, PUBLISHING	7.6	12.0	-	-	5.8	-	14.0	12.0	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	7.1	7.5	-	-	5.9	4.0	10.3	11.4	-	-	-	-
MACHINERY	7.3	-	-	-	7.3	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	5.7	-	-	-	5.7	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	7.1	-	-	-	7.1	-	-	-	-	-	-	-
NON-METALLIC MINERALS	6.5	-	-	-	6.5	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	7.0	4.6	-	-	7.9	-	6.2	4.6	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	7.2	5.9	-	-	7.2	-	7.4	5.9	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	10.5	-	-	-	6.1	-	14.6	-	-	-	-	-
STORAGE	8.0	6.0	-	-	-	-	8.0	6.0	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	10.1	4.0	-	-	12.8	-	6.0	4.0	-	-	-	-
WHOLESALE TRADE	5.0	5.9	-	-	-	-	5.0	5.9	-	-	-	-
RETAIL TRADE	14.5	-	-	-	14.5	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	8.2	-	-	-	8.2	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	6.0	-	-	-	6.0	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	8.3	6.2	-	-	7.9	-	8.3	6.2	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	5.8	-	-	-	5.8	-	-	-	-	-	-	-
PERSONAL SERVICES	19.7	-	-	-	19.7	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	8.5	5.9	-	-	8.7	-	6.4	5.9	-	-	-	-
PROVINCIAL ADMINISTRATION ..	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	5.1	-	-	-	5.1	-	-	-	-	-	-	-
CONSTRUCTION	6.3	5.4	-	-	6.3	-	6.9	5.4	-	-	-	-

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1977,
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST)...	39.3	26.2	23.0	-	44.0	-	30.0	30.2	-	37.4	21.8	23.0	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST)...	39.3	26.2	23.0	-	44.0	-	30.0	30.2	-	37.4	21.8	23.0	-	-	-	-	-	-	-	-
MANUFACTURING	35.6	22.6	23.4	-	30.8	-	34.8	26.6	-	37.0	21.9	23.4	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	33.7	25.7	30.4	-	-	-	-	-	-	33.7	25.7	30.4	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	87.2	26.0	34.0	-	-	-	30.0	21.0	-	133.0	30.0	34.0	-	-	-	-	-	-	-	-
MACHINERY	38.0	21.0	22.0	-	38.0	-	-	-	-	38.0	21.0	22.0	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	20.7	24.2	22.0	-	20.0	-	35.0	30.0	-	17.9	21.0	22.0	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	41.0	27.0	-	-	46.0	-	37.0	27.0	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	25.0	19.5	19.0	-	-	-	-	-	-	25.0	19.5	19.0	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	41.0	30.5	10.0	-	45.6	-	29.2	30.9	-	50.0	20.0	10.0	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	24.6	20.0	10.0	-	-	-	13.0	-	-	50.0	20.0	10.0	-	-	-	-	-	-	-	-
TRANSPORTATION	32.8	32.1	-	-	35.0	-	30.7	32.1	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	19.0	-	-	-	19.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	32.0	27.0	-	-	-	-	32.0	27.0	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	56.2	13.7	-	-	60.1	-	20.3	13.7	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	32.0	-	-	-	-	-	32.0	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	51.4	-	-	-	51.4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	19.1	-	-	-	19.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 12

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE
 COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1977,
 BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	46.4	39.2	-	-	-	46.4	23.0	46.3	40.1	-	-	-	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	43.7	37.4	-	-	-	43.7	23.0	44.1	38.2	-	-	-	-	-	-	-	-	-	-	-
MANUFACTURING	42.7	29.6	-	-	-	43.8	23.0	36.5	30.7	-	-	-	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	54.5	-	-	-	-	54.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	32.2	26.0	-	-	-	30.9	-	36.0	26.0	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	24.0	-	-	-	-	24.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	30.0	26.0	-	-	-	-	-	30.0	26.0	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	33.3	-	-	-	-	33.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	41.4	17.0	-	-	-	49.0	-	35.0	17.0	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	47.2	43.0	-	-	-	48.1	-	44.0	43.0	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	23.0	45.0	55.0	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	34.4	38.0	-	-	-	30.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	36.0	-	-	-	-	36.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	37.4	-	-	-	-	37.4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	35.5	-	-	-	-	35.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	35.0	-	-	-	-	35.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	37.3	27.0	-	-	-	41.4	-	34.0	27.0	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	44.0	42.4	-	-	-	43.6	-	48.0	42.4	-	-	-	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	52.8	-	-	-	-	43.0	-	62.3	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	37.0	30.0	-	-	-	-	-	37.0	30.0	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	58.9	22.0	-	-	-	77.0	-	31.0	22.0	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	34.3	38.6	-	-	-	-	-	34.3	38.6	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	93.4	-	-	-	-	93.4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	50.0	-	-	-	-	50.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES ..	40.4	-	-	-	-	40.4	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	52.8	45.1	-	-	-	31.0	-	55.9	45.1	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	26.6	-	-	-	-	26.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	52.0	-	-	-	-	52.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	46.8	48.6	-	-	-	46.6	-	49.5	48.6	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	29.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 13

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES NEGOTIATED IN THIRD QUARTER OF 1977, BY SIZE OF INCREASE

AVERAGE ANNUAL INCREASE		ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	
IN PER CENT		AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
ALL INDUSTRIES, EXCLUDING CONSTRUCTION							
IN PER CENT							
UNDER 4.9 PER CENT		22	20,957	12	16,326	10	4,631
5.0 - 9.9 PER CENT		100	73,550	18	22,454	82	51,104
10.0 - 14.9 PER CENT		9	4,545	3	1,260	6	3,285
15.0 - 19.9 PER CENT		5	2,645	1	350	4	2,295
20.0 - 24.9 PER CENT		-	-	-	-	-	-
25.0 - 29.9 PER CENT		-	-	-	-	-	-
30.0 - 34.9 PER CENT		-	-	-	-	-	-
35.0 - 39.9 PER CENT		-	-	-	-	-	-
40.0 - 44.9 PER CENT		-	-	-	-	-	-
45.0 - 49.9 PER CENT		-	-	-	-	-	-
50.0 PER CENT AND OVER		-	-	-	-	-	-
AVERAGE		6.8		5.9		7.4	
IN CENTS PER HOUR							
UNDER 9.9 CENTS		4	2,229	2	1,450	2	779
10.0 - 19.9 PER CENT		7	2,528	4	1,355	3	1,173
20.0 - 29.9 PER CENT		27	15,917	9	9,406	18	6,911
30.0 - 39.9 PER CENT		39	32,836	7	14,858	32	17,978
40.0 - 49.9 PER CENT		32	26,399	3	1,060	29	25,339
50.0 - 59.9 PER CENT		16	15,117	5	10,457	11	4,660
60.0 - 69.9 PER CENT		2	587	2	587	-	-
70.0 - 79.9 PER CENT		5	2,505	2	1,217	3	1,288
80.0 - 89.9 PER CENT		1	1,257	-	-	1	1,257
90.0 - 99.9 PER CENT		-	-	-	-	-	-
100.0 CENTS AND OVER		3	2,330	-	-	3	2,330
AVERAGE		44.4		36.6		48.5	
CONSTRUCTION							
IN PER CENT							
UNDER 4.9 PER CENT		1	350	-	-	1	350
5.0 - 9.9 PER CENT		8	12,825	-	-	8	12,825
10.0 - 14.9 PER CENT		-	-	-	-	-	-
15.0 - 19.9 PER CENT		1	215	-	-	1	215
20.0 - 24.9 PER CENT		-	-	-	-	-	-
25.0 - 29.9 PER CENT		-	-	-	-	-	-
30.0 - 34.9 PER CENT		-	-	-	-	-	-
35.0 - 39.9 PER CENT		-	-	-	-	-	-
40.0 - 44.9 PER CENT		-	-	-	-	-	-
45.0 - 49.9 PER CENT		-	-	-	-	-	-
50.0 PER CENT AND OVER		-	-	-	-	-	-
AVERAGE		7.9		-		7.9	
IN CENTS PER HOUR							
UNDER 9.9 CENTS		-	-	-	-	-	-
10.0 - 19.9 PER CENT		-	-	-	-	-	-
20.0 - 29.9 PER CENT		1	350	-	-	1	350
30.0 - 39.9 PER CENT		-	-	-	-	-	-
40.0 - 49.9 PER CENT		-	-	-	-	-	-
50.0 - 59.9 PER CENT		2	3,700	-	-	2	3,700
60.0 - 69.9 PER CENT		1	700	-	-	1	700
70.0 - 79.9 PER CENT		3	4,025	-	-	3	4,025
80.0 - 89.9 PER CENT		2	4,400	-	-	2	4,400
90.0 - 99.9 PER CENT		-	-	-	-	-	-
100.0 CENTS AND OVER		1	715	-	-	1	715
AVERAGE		71.9		-		71.9	



1.
Ontario
Ministry of
Labour

Government
Publications



WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FOURTH QUARTER 1977

Prepared by

Research Branch

Ontario Ministry of Labour

March 1978

Hon. Bette Stephenson, M.D.
Minister

T. E. Armstrong, Q.C.
Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the fourth quarter of 1977. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available. It should also be noted that some of the settlements may be subject to revision as a result of rulings by the Anti-Inflation Board.

Beginning with the second quarter of 1976, eight new tables have been included in the report - Tables 1 and 6-12, inclusive. Prior to this period the published data related to average annual increases only, that is, the total increases negotiated for the full term of the agreement, reduced to an annual average. This information is now contained in Tables 1-5 and 13 of the expanded report. Tables 6-12 have been added to provide data showing how the total increase is distributed in each 12 month period of the agreement. The additional data have been made possible by the completion of a new computerized processing system.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as follows: one-year - less than 18 months; two-year - 18 to 29 months; three-year - 30 to 41 months; and four-year - 42 to 53 months.

The data in this report were prepared for computer processing by Susan Markell, Kris Krestensen and Donald Reshetnyk. For further information on any of the tables, please call Susan Markell, Research Branch, Ontario Ministry of Labour (965-6101).

Toronto
March 28, 1978

Highlights

During the fourth quarter of 1977, a total of 121 collective agreements, covering just over 94,000 employees, were negotiated in Ontario for bargaining units of 200 or more employees. The employee coverage figure is the lowest since the fourth quarter of 1975; this appears to be at least partly attributable to the fact that October and November of 1977 were the two lightest months of the year in terms of agreement expirations. Although a large number of major agreements expired in December, in many cases negotiations for the renewal of these agreements had not been completed by the end of December. Major bargaining groups in this category included several in transportation and in public administration. The heaviest concentration of major agreements negotiated, and employees covered, in the fourth quarter of 1977 occurred in education and related services.

The average annual base wage rate increase for all industries combined was 6.5 per cent in the fourth quarter of 1977, compared with 6.8 per cent in the third quarter. Although this represents the fifth successive quarterly reduction in average base wage rate increases, there were some indications that the downward trend may soon be coming to an end. For example, in the non-manufacturing sector the average increase in agreements without a cost-of-living (COLA) provision rose for the first time since the third quarter of 1976. In addition, negotiated increases in one-year and three-year agreements also rose significantly in comparison with third quarter figures. A closer examination reveals that the very low 2.9 per cent fourth quarter increase in agreements with a COLA clause was a significant contributor to the lower overall rate of increase in the total all industries figure in the fourth quarter. The 2.9 per cent figure was in turn largely attributable to one major settlement, covering almost 11,000 school teachers, which produced an average annual increase in base wage rates of less than 1 per cent.

Average Annual Increases				
	Fourth Quarter 1977		Third Quarter 1977	
	Per cent	Cents <u>per hour</u>	Per cent	Cents <u>per hour</u>
All Industries, including construction	6.5	35.7	6.8	44.4
Manufacturing	5.6	27.7	6.3	35.4
Non-Manufacturing (excluding construction)	7.0	38.2	6.9	42.5
Construction	2.8	31.6	7.9	71.9

In the fourth quarter of 1977, one-year agreements as a proportion of all agreements negotiated declined to 61.2 per cent, from 75.3 per cent in the third quarter and a high point of 79.1 per cent in the second quarter. However, it is too early as yet to regard this as a sign of a return towards longer term agreements as the distribution of agreements by duration can be expected to vary somewhat from quarter to quarter according to changes in the industrial composition of settlements. Almost 20 per cent of the agreements concluded contained cost-of-living provisions, only slightly below the average for 1977 as a whole.

Tables 6-12 indicate the distribution of base wage rate increases over the lifetime of agreements. Increases over the first 12 months of all agreements combined averaged 6.7 per cent, compared with 6.9 per cent for the corresponding period in the third quarter. Increases over the second 12 months averaged 3.7 per cent (4.5 per cent in the third quarter), and over the third 12 months 4.3 per cent (3.4 per cent in the third quarter). It has been suggested that the proposed formula for the decontrol process could result in the "back-end loading" of multi-year contracts negotiated during the final year of the program. This possibility arises because whereas parties will generally be subject to the current 6 per cent guideline for the first year of the contract, compensation increases for subsequent years will be free of all controls. Table 6 reveals that increases in the third and fourth 12 months of agreements (4.3 and 5.0 per cent, respectively) exceeded those in the second 12 months (3.7 per cent). Although this is unusual, on this occasion the explanation appears to be connected to some extent with the very low increases in two-year agreements with COLA clauses which were mentioned above. The individual fourth-quarter settlements did contain a few isolated examples of "back-end loading"; however, none were of major significance in terms of employee coverage or in terms of potential pattern-setting implications.

Finally, Table 13 provides a clear illustration of the extent to which negotiated changes in base wage rates have become concentrated within a relatively narrow range, particularly when expressed in percentage terms. More than 80 per cent of the agreements concluded in the fourth quarter of 1977 contained average annual base wage rate increases in the 5.0 to 9.9 per cent range, and in no case did the increase exceed 14.9 per cent.

TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING
AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN FOURTH QUARTER OF 1977, BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	121	74	34	12	1	-
NUMBER OF EMPLOYEES AFFECTED	94,234	64,519	22,437	6,024	1,254	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	6.5	7.7	3.7	5.0	4.4	-
AGREEMENTS WITH COL CLAUSE	2.9	6.4	1.8	4.3	4.4	-
AGREEMENTS WITHOUT COL CLAUSE	7.7	7.7	7.3	8.9	-	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	35.7	41.6	21.7	26.7	28.5	-
AGREEMENTS WITH COL CLAUSE	17.9	48.2	10.9	23.5	28.5	-
AGREEMENTS WITHOUT COL CLAUSE	41.4	41.4	41.3	43.4	-	-

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING
200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1977, BY INDUSTRY

INDUSTRY	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST)...	121	94,234	6.5	35.7	24	22,788	2.9	17.9	97	71,446	7.7	41.4
ALL INDUSTRIES (EXCL CONST)...	119	89,734	6.7	36.0	24	22,788	2.9	17.9	95	66,946	8.0	42.1
MANUFACTURING	47	19,275	5.6	27.7	17	8,928	4.2	23.9	30	10,347	6.8	30.9
FOOD, BEVERAGES	4	1,681	6.5	34.3	-	-	-	-	4	1,681	6.5	34.3
TOBACCO	2	915	6.2	32.0	-	-	-	-	2	915	6.2	32.0
RUBBER, PLASTICS	2	1,120	5.1	27.7	2	1,120	5.1	27.7	-	-	-	-
LEATHER	1	200	5.5	16.7	1	200	5.5	16.7	-	-	-	-
TEXTILES	4	1,142	6.5	23.3	-	-	-	-	4	1,142	6.5	23.3
KNITTING MILLS	1	250	8.0	25.0	-	-	-	-	1	250	8.0	25.0
CLOTHING	1	423	7.9	24.0	-	-	-	-	1	423	7.9	24.0
WOOD	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	2	720	2.3	12.2	1	500	-	-	1	220	7.5	40.0
PRINTING, PUBLISHING	1	223	3.4	18.0	1	223	3.4	18.0	-	-	-	-
PRIMARY METALS	4	2,519	5.0	28.2	2	1,779	4.7	27.9	2	740	5.6	28.9
FABRICATED METALS	3	1,930	4.5	23.8	3	1,930	4.5	23.8	-	-	-	-
MACHINERY	7	2,572	6.6	33.1	3	1,106	4.5	28.4	4	1,466	8.3	36.7
TRANSPORTATION EQUIP	8	3,106	6.0	27.0	2	920	4.9	26.6	6	2,186	6.5	27.1
ELECTRICAL PRODUCTS	1	700	5.6	33.5	1	700	5.6	33.5	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	1	400	6.0	32.0	-	-	-	-	1	400	6.0	32.0
CHEMICALS	5	1,374	4.9	24.7	1	450	-	-	4	924	7.3	36.7
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	72	70,459	7.0	38.2	7	13,860	2.0	14.0	65	56,599	8.2	44.2
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	2	1,288	6.2	33.3	1	875	4.7	24.0	1	413	9.2	53.2
TRANSPORTATION	2	650	5.5	39.6	2	650	5.5	39.6	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	3	8,126	11.1	40.9	-	-	-	-	3	8,126	11.1	40.9
ELECTRIC, GAS, WATER	2	870	11.5	63.9	-	-	-	-	2	870	11.5	63.9
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	3	4,056	8.2	32.2	-	-	-	-	3	4,056	8.2	32.2
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	1	800	9.0	50.0	-	-	-	-	1	800	9.0	50.0
EDUCATION, RELATED SERVICES	33	30,825	5.1	28.4	4	12,335	1.7	12.0	29	18,490	7.5	39.4
HEALTH, WELFARE SERVICES	11	3,693	7.3	51.1	-	-	-	-	11	3,693	7.3	51.1
RECREATION SERVICES	2	785	7.0	46.2	-	-	-	-	2	785	7.0	46.2
MANAGEMENT SERVICES	3	918	8.3	31.6	-	-	-	-	3	918	8.3	31.6
PERSONAL SERVICES	1	230	5.3	15.0	-	-	-	-	1	230	5.3	15.0
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	4	4,178	7.3	49.2	-	-	-	-	4	4,178	7.3	49.2
PROVINCIAL ADMINISTRATION	3	13,150	8.1	52.7	-	-	-	-	3	13,150	8.1	52.7

INDUSTRY	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST) •	74	64,519	7.7	41.6	34	22,437	3.7	21.7	12	6,024	5.0	26.7	1	1,254	4.4	28.5
ALL INDUSTRIES (EXCL CONST) •	72	60,019	8.0	42.4	34	22,437	3.7	21.7	12	6,024	5.0	26.7	1	1,254	4.4	28.5
MANUFACTURING	20	7,503	6.2	28.9	15	5,074	6.2	29.9	11	5,444	4.6	23.7	1	1,254	4.4	28.5
FOOD, BEVERAGES	3	1,381	6.5	33.6	1	300	6.4	37.5	-	-	-	-	-	-	-	-
TOBACCO	2	915	6.2	32.0	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	2	1,120	5.1	27.7	-	-	-	-
LEATHER	-	-	-	-	1	200	5.5	16.7	-	-	-	-	-	-	-	-
TEXTILES	1	220	4.7	15.0	3	922	6.9	25.3	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	1	250	8.0	25.0	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	1	423	7.9	24.0	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	2	720	2.3	12.2	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	2	740	5.6	28.9	-	-	-	-	1	223	3.4	18.0	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	1	525	5.3	26.6	-	-	-	-
TRANSPORTATION EQUIP	2	695	8.2	37.6	2	681	6.3	36.5	3	1,930	4.5	23.8	-	-	-	-
ELECTRICAL PRODUCTS	5	1,976	6.6	27.1	3	1,130	4.9	26.8	3	1,196	5.9	28.6	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	1	700	5.6	33.5	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	1	400	6.0	32.0	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	2	456	7.9	32.8	2	468	6.7	40.4	1	450	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	52	52,516	8.3	44.3	19	17,363	3.0	19.2	1	580	9.1	54.9	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	1	413	9.2	53.2	1	875	4.7	24.0	-	-	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	2	650	5.5	39.6	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	3	8,126	11.1	40.9	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	2	870	11.5	63.9	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	2	3,781	7.9	32.7	1	275	11.2	25.0	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	1	800	9.0	50.0	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	31	19,390	7.5	40.9	1	10,855	.7	4.8	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	-	-	-	-	11	3,693	7.3	51.1	1	580	9.1	54.9	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	2	785	7.0	46.2	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	3	918	8.3	31.6	1	230	5.3	15.0	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	4	4,178	7.3	49.2	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	3	13,150	8.1	52.7	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	2	890	5.7	38.1	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	2	4,500	2.8	31.6	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN FOURTH QUARTER OF 1977, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST)•	4	1,980	6.4	48.2		9	14,506	1.8	10.9		10	5,048	4.3	23.5		1	1,254	4.4	28.5	
ALL INDUSTRIES (EXCL CONST)•	4	1,980	6.4	48.2		9	14,506	1.8	10.9		10	5,048	4.3	23.5		1	1,254	4.4	28.5	
MANUFACTURING	1	500	-	-		5	2,126	5.0	27.8		10	5,048	4.3	23.5		1	1,254	4.4	28.5	
FOOD, BEVERAGES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TOBACCO	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		2	1,120	5.1	27.7		-	-	-	-	
LEATHER	-	-	-	-		1	200	5.5	16.7		-	-	-	-		-	-	-	-	
TEXTILES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
KNITTING MILLS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
WOOD	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PAPER	1	500	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	-	-	-	-		-	-	-	-		1	223	3.4	18.0		-	-	-	-	
PRIMARY METALS	-	-	-	-		-	-	-	-		1	525	5.3	26.6		1	1,254	4.4	28.5	
FABRICATED METALS	-	-	-	-		-	-	-	-		3	1,930	4.5	23.8		-	-	-	-	
MACHINERY	-	-	-	-		-	-	-	-		2	800	4.7	29.5		-	-	-	-	
TRANSPORTATION EQUIP	-	-	-	-		1	306	4.0	25.5		-	-	-	-		-	-	-	-	
ELECTRICAL PRODUCTS	-	-	-	-		2	920	4.9	26.6		-	-	-	-		-	-	-	-	
NON-METALLIC MINERALS	-	-	-	-		1	700	5.6	33.5		-	-	-	-		-	-	-	-	
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	-	-	-	-		-	-	-	-		1	450	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
NON-MANUFACTURING (EXCL CONST)	3	1,480	8.6	64.4		4	12,380	1.2	8.0		-	-	-	-		-	-	-	-	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		1	875	4.7	24.0		-	-	-	-		-	-	-	-	
TRANSPORTATION	-	-	-	-		2	650	5.5	39.6		-	-	-	-		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	3	1,480	8.6	64.4		1	10,855	.7	4.8		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST) ..	70	62,539	7.7	41.4		25	7,931	7.3	41.3		2	976	8.9	43.4		-	-	-	-	
ALL INDUSTRIES (EXCL CONST) ..	68	58,039	8.1	42.2		25	7,931	7.3	41.3		2	976	8.9	43.4		-	-	-	-	
MANUFACTURING	19	7,003	6.6	30.9		10	2,948	7.1	31.4		1	396	8.4	26.6		-	-	-	-	
FOOD, BEVERAGES	3	1,381	6.5	33.6		1	300	6.4	37.5		-	-	-	-		-	-	-	-	
TOBACCO	2	915	6.2	32.0		-	-	-	-		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
LEATHER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TEXTILES	1	220	4.7	15.0		3	922	6.9	25.3		-	-	-	-		-	-	-	-	
KNITTING MILLS	-	-	-	-		1	250	8.0	25.0		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		1	423	7.9	24.0		-	-	-	-		-	-	-	-	
WOOD	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PAPER	1	220	7.5	40.0		-	-	-	-		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PRIMARY METALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FABRICATED METALS	2	740	5.6	28.9		-	-	-	-		-	-	-	-		-	-	-	-	
MACHINERY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TRANSPORTATION EQUIP	2	695	8.2	37.6		1	375	8.1	45.5		-	-	-	-		-	-	-	-	
ELECTRICAL PRODUCTS	5	1,976	6.6	27.1		1	210	5.0	27.5		-	396	8.4	26.6		-	-	-	-	
NON-METALLIC MINERALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	1	400	6.0	32.0		-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	2	456	7.9	32.8		2	468	6.7	40.4		-	-	-	-		-	-	-	-	
NON-MANUFACTURING(EXCL CONST	49	51,036	8.3	43.7		15	4,983	7.4	47.2		1	580	9.1	54.9		-	-	-	-	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	1	413	9.2	53.2		-	-	-	-		-	-	-	-		-	-	-	-	
TRANSPORTATION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	3	8,126	11.1	40.9		-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	2	870	11.5	63.9		-	-	-	-		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	2	3,781	7.9	32.7		1	275	11.2	25.0		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	1	800	9.0	50.0		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE ..	28	17,910	7.4	38.9		-	-	-	-		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES ..	-	-	-	-		11	3,693	7.3	51.1		1	580	9.1	54.9		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		2	785	7.0	46.2		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	3	918	8.3	31.6		1	230	5.3	15.0		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	4	4,178	7.3	49.2		-	-	-	-		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	3	13,150	8.1	52.7		-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	2	890	5.7	38.1		-	-	-	-		-	-	-	-		-	-	-	-	
CONSTRUCTION	2	4,500	2.8	31.6		-	-	-	-		-	-	-	-		-	-	-	-	

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1977,
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

AVERAGE INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
NUMBER OF AGREEMENTS	121	4	70	9	25	10	2	1	-
NUMBER OF EMPLOYEES AFFECTED	94,234	1,980	62,539	14,506	7,931	5,048	976	1,254	-
AVERAGE PER CENT INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	6.7	6.4	7.7	1.7	8.1	5.3	10.3	8.3	-
SECOND 12 MONTHS OF AGREEMENT	3.7	-	4.3	1.9	6.6	4.1	7.9	3.1	-
THIRD 12 MONTHS OF AGREEMENT	4.3	-	-	-	-	4.2	8.4	1.5	-
FOURTH 12 MONTHS OF AGREEMENT	5.0	-	-	-	-	-	-	5.0	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	6.5	6.4	7.7	1.8	7.3	4.3	8.9	4.4	-
AVERAGE CENTS-PER-HOUR INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	36.3	48.2	41.1	10.3	44.8	28.1	43.6	50.0	-
SECOND 12 MONTHS OF AGREEMENT	21.9	-	24.0	11.5	38.4	22.6	40.7	20.0	-
THIRD 12 MONTHS OF AGREEMENT	24.5	-	-	-	-	23.9	46.1	10.0	-
FOURTH 12 MONTHS OF AGREEMENT	34.0	-	-	-	-	-	-	34.0	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	35.7	48.2	41.4	10.9	41.3	23.5	43.4	28.5	-

TABLE 8

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1977,
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST)...	3.3	2.4	3.6	5.0	6.4	-	1.7	1.9	-	5.3	4.1	4.2	-	8.3
ALL INDUSTRIES (EXCL CONST)...	3.3	2.4	3.6	5.0	6.4	-	1.7	1.9	-	5.3	4.1	4.2	-	8.3
MANUFACTURING	5.5	4.0	3.6	5.0	-	-	5.7	4.3	-	5.3	4.1	4.2	-	8.3
FOOD, BEVERAGES	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	7.6	4.2	3.5	-	-	-	-	-	7.6	4.2	3.5	-	-	-
LEATHER	5.4	5.2	-	-	-	-	5.4	5.2	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	3.5	2.4	4.2	-	-	-	-	-	3.5	2.4	4.2	-	-	-
FABRICATED METALS	7.4	3.9	2.4	5.0	-	-	-	-	5.2	5.9	4.7	-	-	8.3
MACHINERY	4.7	4.0	4.8	-	-	-	-	-	4.7	4.0	4.8	-	-	-
TRANSPORTATION EQUIP	6.6	3.3	3.4	-	-	-	4.9	3.0	7.2	3.3	3.4	-	-	-
ELECTRICAL PRODUCTS	5.3	4.5	-	-	-	-	5.3	4.5	-	-	-	-	-	-
NON-METALLIC MINERALS	6.7	4.5	-	-	-	-	6.7	4.5	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	1.9	1.4	-	-	8.6	-	1.1	1.4	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	4.7	4.8	-	-	-	-	4.7	4.8	-	-	-	-	-	-
TRANSPORTATION	6.1	4.9	-	-	-	-	6.1	4.9	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES ..	1.4	1.0	-	-	8.6	-	.5	1.0	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1977,
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS
ALL INDUSTRIES (INCL CONST) ..	7.7	6.6	8.4	-	7.7	4.3	8.1	6.6	10.3	7.9	8.4	-
ALL INDUSTRIES (EXCL CONST) ..	8.1	6.6	8.4	-	8.0	4.3	8.1	6.6	10.3	7.9	8.4	-
MANUFACTURING	6.9	6.6	7.2	-	6.5	4.3	7.3	6.9	12.1	6.1	7.2	-
FOOD, BEVERAGES	6.1	8.6	-	-	6.5	-	4.2	8.6	-	-	-	-
TOBACCO	6.2	-	-	-	6.2	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	7.3	5.9	-	-	4.7	-	7.9	5.9	-	-	-	-
KNITTING MILLS	8.3	7.7	-	-	-	-	8.3	7.7	-	-	-	-
CLOTHING	7.8	7.9	-	-	-	-	7.8	7.9	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	7.5	-	-	-	7.5	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	5.6	-	-	-	5.6	-	-	-	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	8.8	6.2	7.2	-	7.4	4.3	8.2	8.1	12.1	6.1	7.2	-
ELECTRICAL PRODUCTS	6.6	3.9	-	-	6.6	-	6.2	3.9	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	6.0	-	-	-	6.0	-	-	-	-	-	-	-
CHEMICALS	7.0	7.0	-	-	7.1	-	7.0	7.0	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	8.3	6.7	9.2	-	8.2	-	8.6	6.4	9.0	9.2	9.2	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	12.4	-	-	-	12.4	-	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	11.1	-	-	-	11.1	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	8.9	-	-	-	8.9	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	8.0	13.0	-	-	7.9	-	9.5	13.0	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	9.0	-	-	-	9.0	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	7.3	9.2	9.2	-	7.3	-	-	-	9.0	9.2	9.2	-
HEALTH, WELFARE SERVICES ..	8.6	6.2	-	-	-	-	8.6	6.2	-	-	-	-
RECREATIONAL SERVICES	8.8	5.3	-	-	-	-	8.8	5.3	-	-	-	-
MANAGEMENT SERVICES	8.3	-	-	-	8.3	-	-	-	-	-	-	-
PERSONAL SERVICES	5.8	4.8	-	-	-	-	5.8	4.8	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	7.3	-	-	-	7.3	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	8.1	-	-	-	8.1	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	5.7	-	-	-	5.7	-	-	-	-	-	-	-
CONSTRUCTION	2.8	-	-	-	2.8	-	-	-	-	-	-	-

AVERAGE ANNUAL INCREASE			ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	
IN PER CENT			AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
ALL INDUSTRIES, EXCLUDING CONSTRUCTION								
UNDER 4.9 PER CENT	16	18,703	11	16,963	5	1,740		
5.0 - 9.9 PER CENT	96	60,834	13	5,825	83	55,009		
10.0 - 14.9 PER CENT	7	10,197	-	-	7	10,197		
15.0 - 19.9 PER CENT	-	-	-	-	-	-		
20.0 - 24.9 PER CENT	-	-	-	-	-	-		
25.0 - 29.9 PER CENT	-	-	-	-	-	-		
30.0 - 34.9 PER CENT	-	-	-	-	-	-		
35.0 - 39.9 PER CENT	-	-	-	-	-	-		
40.0 - 44.9 PER CENT	-	-	-	-	-	-		
45.0 - 49.9 PER CENT	-	-	-	-	-	-		
50.0 PER CENT AND OVER	-	-	-	-	-	-		
AVERAGE	6.5		2.9		7.7			
IN CENTS PER HOUR								
UNDER 9.9 CENTS	3	11,805	3	11,805	-	-		
10.0 - 19.9 PER CENT	8	2,271	2	423	6	1,848		
20.0 - 29.9 PER CENT	31	13,889	11	6,980	20	6,909		
30.0 - 39.9 PER CENT	26	17,499	5	2,140	21	15,359		
40.0 - 49.9 PER CENT	29	26,288	1	300	28	25,988		
50.0 - 59.9 PER CENT	15	13,886	-	-	15	13,886		
60.0 - 69.9 PER CENT	5	2,756	1	500	4	2,256		
70.0 - 79.9 PER CENT	1	640	1	640	-	-		
80.0 - 89.9 PER CENT	1	700	-	-	1	700		
90.0 - 99.9 PER CENT	-	-	-	-	-	-		
100.0 CENTS AND OVER	-	-	-	-	-	-		
AVERAGE	35.7		17.9		41.4			
CONSTRUCTION								
UNDER 4.9 PER CENT	1	4,200	-	-	1	4,200		
5.0 - 9.9 PER CENT	1	300	-	-	1	300		
10.0 - 14.9 PER CENT	-	-	-	-	-	-		
15.0 - 19.9 PER CENT	-	-	-	-	-	-		
20.0 - 24.9 PER CENT	-	-	-	-	-	-		
25.0 - 29.9 PER CENT	-	-	-	-	-	-		
30.0 - 34.9 PER CENT	-	-	-	-	-	-		
35.0 - 39.9 PER CENT	-	-	-	-	-	-		
40.0 - 44.9 PER CENT	-	-	-	-	-	-		
45.0 - 49.9 PER CENT	-	-	-	-	-	-		
50.0 PER CENT AND OVER	-	-	-	-	-	-		
AVERAGE	2.8		-		2.8			
IN CENTS PER HOUR								
UNDER 9.9 CENTS	-	-	-	-	-	-		
10.0 - 19.9 PER CENT	-	-	-	-	-	-		
20.0 - 29.9 PER CENT	-	-	-	-	-	-		
30.0 - 39.9 PER CENT	1	4,200	-	-	1	4,200		
40.0 - 49.9 PER CENT	-	-	-	-	-	-		
50.0 - 59.9 PER CENT	1	300	-	-	1	300		
60.0 - 69.9 PER CENT	-	-	-	-	-	-		
70.0 - 79.9 PER CENT	-	-	-	-	-	-		
80.0 - 89.9 PER CENT	-	-	-	-	-	-		
90.0 - 99.9 PER CENT	-	-	-	-	-	-		
100.0 CENTS AND OVER	-	-	-	-	-	-		
AVERAGE	31.6		-		31.6			

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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, 1977

Prepared by

Research Branch

Ontario Ministry of Labour

July 1978

Hon. Bette Stephenson, M.D.
Minister

T. E. Armstrong, Q.C.
Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated during 1977. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available. It should also be noted that some of the settlements may be subject to revision as a result of rulings by the Anti-Inflation Board.

Beginning with the second quarter of 1976, eight new tables have been included in the report - Tables 1 and 6-12, inclusive. Prior to this period the published data related to average annual increases only, that is, the total increases negotiated for the full term of the agreement, reduced to an annual average. This information is now contained in Tables 1-5 and 13 of the expanded report. Tables 6-12 have been added to provide data showing how the total increase is distributed in each 12 month period of the agreement. The additional data have been made possible by the completion of a new computerized processing system.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as follows: one-year - less than 18 months; two-year - 18 to 29 months; three-year - 30 to 41 months; and four-year - 42 to 53 months.

The data in this report were prepared for computer processing by Susan Markell, Kris Krestensen and Donald Reshetnyk. For further information on any of the tables, please call Susan Markell, Research Branch, Ontario Ministry of Labour, (965-6101).

Toronto
July 5, 1978

Highlights

As compared with the previous two years, 1977 saw an increase in the number of collective agreements negotiated for bargaining units of 200 or more employees in Ontario. During the year 683 agreements covering 536,485 employees were negotiated. The previous year had 668 such agreements involving 624,017 employees, whilst 1975 had 450 agreements for 326,623 employees. Bargaining was once again heaviest in non-manufacturing, with education, public administration and construction contributing 93 per cent of the sector agreements and 94 per cent of the affected employees. In the manufacturing sector, food and beverage, fabricated metals, electrical products and transportation equipment were the more significant areas.

In the second complete year of wage and price controls, base wage rates for all industries increased by 7.3 per cent on an average annual basis as contrasted to 11.5 per cent in 1976, and 13.9 per cent in 1975. In manufacturing, the corresponding increases for the same years were 6.4 per cent, 8.3 per cent and 12.5 per cent. Non-manufacturing (excluding construction) had a similar pattern. The increase for the year was 7.8 per cent, down from 12.7 per cent in 1976 and 14.3 per cent in 1975. Construction base wage rates increased 6.2 per cent during the year, down from 13.9 per cent and 15.2 per cent in the previous years.

Average Annual Increases in
Base Wage Rates

	1977		1976		1975	
	Per cent	Cents per hour	Per cent	Cents per hour	Per cent	Cents per hour
All Industries	7.3	43.0	11.5	53.3	13.9	72.7
Manufacturing	6.4	33.4	8.3	40.5	12.5	50.8
Non-Manufacturing ... (excl. construction)	7.8	43.1	12.7	56.0	14.3	66.4
Construction	6.2	60.2	13.9	113.2	15.2	125.7

Over 70 per cent of agreements negotiated in 1977 were for one year duration, while only 7.8 per cent were for more than two years. This represents a continuation of the trend that has been evident for the past two years and which has seen agreement duration shortened dramatically. One year contracts were relatively more significant in non-manufacturing, accounting for 81 per cent of agreements as compared to 51 per cent in manufacturing. This increase in one year agreements is clearly a result of the current

economic climate. The AIB controls, the desire to be in a position to bargain a new agreement as soon as possible after controls are withdrawn and the uncertainty of future inflation rates are all contributory factors.

Notwithstanding the increase in one year agreements, COLA clauses were still included in the same proportion of agreements as in 1976. COLA clauses were negotiated in 149 agreements covering 131,361 employees in bargaining units of 200 or more. These clauses were more prevalent in manufacturing where one-third of agreements involving 45 per cent of employees had this type of clause. The machinery and transportation equipment industries were of particular note, both having over 85 per cent of their employees covered by COLA clauses. In non-manufacturing, transportation continued to have a large number of COLA clauses, covering 80 per cent of employees. There were no COLA clauses in construction agreements negotiated during 1977.

As might be expected, agreements without COLA clauses had higher average increases in base wage rates than did contracts with COLA clauses.

Average Annual Increases in Base Wage Rates in 1977				
	With COLA		Without COLA	
	Per cent	Cents per hour	Per cent	Cents per hour
All Industries	5.3	31.0	7.9	47.0
Manufacturing	4.8	26.8	7.7	38.8
Non-Manufacturing	5.7	34.2	8.4	45.6
(excluding construction)				
Construction	-	-	6.2	60.2

Tables 6 to 12 indicate the distribution of base wage rate increases over the life of the agreements. Wage increases were highest in the first year of contracts, declined in the second year and declined even further in the third year. For 1977 each of these increases was lower than the corresponding increases in 1976.

Increase in Base Wage Rates All Industries		
	1977	1976
Average per cent increases		
1st 12 months	7.4	12.7
2nd 12 months	5.0	7.9
3rd 12 months	3.7	4.4
Average over life of agreement	7.3	11.5

Finally, Table 13 shows the distribution of average annual per cent increases by size of increases. The majority of agreements (499 of 683) provided increases in the 5.0 to 9.9 per cent range; 77 agreements provided increases in excess of 9.9 per cent and 107 provided increases of less than 5.0 per cent.

TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN 1977, BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	683	484	146	52	1	-
NUMBER OF EMPLOYEES AFFECTED	536,485	416,179	80,938	38,114	1,254	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	7.3	7.7	6.4	4.2	4.4	-
AGREEMENTS WITH COL CLAUSE	5.3	6.8	3.8	4.0	4.4	-
AGREEMENTS WITHOUT COL CLAUSE	7.9	7.9	7.9	6.9	-	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	43.0	46.3	34.6	25.4	28.5	-
AGREEMENTS WITH COL CLAUSE	31.0	39.4	22.0	23.7	28.5	-
AGREEMENTS WITHOUT COL CLAUSE	47.0	47.6	42.4	46.2	-	-

INDUSTRY	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST) ..	683	536,485	7.3	43.0	149	131,681	5.3	31.0	534	404,804	7.9	47.0
ALL INDUSTRIES (EXCL CONST) ..	598	466,796	7.4	40.5	149	131,681	5.3	31.0	449	335,115	8.3	44.2
MANUFACTURING	241	125,324	6.4	33.4	88	56,976	4.8	26.8	153	68,348	7.7	38.8
FOOD, BEVERAGES	32	16,721	8.1	46.5	3	1,304	9.5	47.0	29	15,417	8.0	46.4
TOBACCO	2	915	6.2	32.0	-	-	-	-	2	915	6.2	32.0
RUBBER, PLASTICS	11	7,453	4.7	25.7	11	7,453	4.7	25.7	-	-	-	-
LEATHER	4	1,075	6.0	24.9	1	200	5.5	16.7	3	875	6.1	26.8
TEXTILES	16	5,347	8.0	31.6	2	790	9.6	39.6	14	4,557	7.7	30.2
KNITTING MILLS	2	630	6.7	24.4	-	-	-	-	2	630	6.7	24.4
CLOTHING	6	2,641	9.3	32.0	-	-	-	-	6	2,641	9.3	32.0
WOOD	6	1,728	9.9	47.2	-	-	-	-	6	1,728	9.9	47.2
FURNITURE, FIXTURES	4	1,308	7.6	30.7	-	-	-	-	4	1,308	7.6	30.7
PAPER	7	2,328	5.3	28.1	-	-	-	-	6	1,828	6.7	35.8
PRINTING, PUBLISHING	7	3,652	9.7	51.0	1	500	-	-	7	3,652	9.7	51.0
PRIMARY METALS	4	1,849	5.9	31.3	-	-	-	-	2	1,220	7.2	34.7
FABRICATED METALS	27	9,889	6.0	30.3	12	5,706	5.2	18.7	15	4,183	7.2	34.7
MACHINERY	17	13,858	4.6	27.8	12	12,556	4.3	26.7	5	1,302	7.4	37.9
TRANSPORTATION EQUIP	29	18,462	4.4	25.0	22	16,104	4.0	23.6	7	2,358	7.1	34.6
ELECTRICAL PRODUCTS	33	22,938	6.8	33.8	11	6,723	6.0	30.9	22	16,215	7.1	35.0
NON-METALLIC MINERALS	11	5,255	6.9	38.3	7	3,390	6.7	35.4	4	1,865	7.2	43.4
PETROLEUM, OIL	3	811	7.9	46.0	-	-	-	-	3	811	7.9	46.0
CHEMICALS	10	5,461	6.9	39.0	2	821	4.0	26.5	8	4,640	7.5	41.3
MISCELLANEOUS MFG	10	3,003	6.4	28.5	2	800	2.6	12.6	8	2,203	7.7	34.2
NON-MANUFACTURING (EXCL CONST)	357	341,472	7.8	43.1	61	74,705	5.7	34.2	296	266,767	8.4	45.6
FORESTRY	3	925	7.9	54.0	-	-	-	-	3	925	7.9	54.0
MINING, QUARRYING	7	2,969	5.7	31.7	3	1,605	3.5	18.6	4	1,364	8.2	47.2
TRANSPORTATION	16	19,792	5.6	35.6	7	14,375	4.9	33.2	9	5,417	7.3	42.1
STORAGE	2	1,730	8.6	52.4	1	1,500	8.8	55.3	1	230	7.0	33.5
COMMUNICATIONS	7	19,042	10.7	35.2	-	-	-	-	7	19,042	10.7	35.2
ELECTRIC, GAS, WATER	10	16,183	8.1	49.6	3	1,125	6.9	39.2	7	15,058	8.2	50.4
WHOLESALE TRADE	4	1,030	5.9	36.0	-	-	-	-	4	1,030	5.9	36.0
RETAIL TRADE	10	7,204	9.8	47.0	1	394	6.9	29.5	9	6,810	10.0	48.0
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	2	1,565	8.6	50.0	-	-	-	-	2	1,565	8.6	50.0
EDUCATION, RELATED SERVICES	145	112,104	6.5	40.2	24	24,981	3.6	24.8	121	87,123	7.3	44.6
HEALTH, WELFARE SERVICES ..	29	9,505	7.1	43.1	-	-	-	-	29	9,505	7.1	43.1
RECREATIONAL SERVICES	3	1,039	7.7	52.0	-	-	-	-	3	1,039	7.7	52.0
MANAGEMENT SERVICES	8	3,246	6.3	27.7	1	250	4.6	16.0	7	2,996	6.5	28.7
PERSONAL SERVICES	8	4,699	7.6	22.5	1	900	4.0	12.6	7	3,799	8.5	24.9
MISCELLANEOUS SERVICES	1	330	9.3	32.7	-	-	-	-	1	330	9.3	32.7
FEDERAL ADMINISTRATION	47	87,877	9.3	49.1	2	8,687	8.3	51.4	45	79,190	9.4	48.8
PROVINCIAL ADMINISTRATION ..	5	18,285	8.8	54.0	-	-	-	-	5	18,285	8.8	54.0
LOCAL ADMINISTRATION	50	33,947	7.4	40.5	18	20,888	7.5	39.7	32	13,059	7.4	41.9
CONSTRUCTION	85	69,689	6.2	60.2	-	-	-	-	85	69,689	6.2	60.2

TABLE 3

**AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN 1977,
BY INDUSTRY AND DURATION OF AGREEMENT**

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	484	416,179	7.7	46.3		146	80,938	6.4	34.6		52	38,114	4.2	25.4		1	1,254	4.4	28.5	
ALL INDUSTRIES (EXCL CONST).	413	355,640	8.0	43.8		133	72,988	6.4	32.5		51	36,914	4.1	24.4		1	1,254	4.4	28.5	
MANUFACTURING	123	63,964	7.3	38.4		68	24,002	7.5	34.6		49	36,104	4.1	23.9		1	1,254	4.4	28.5	
FOOD, BEVERAGES	25	14,057	8.2	47.2		7	2,664	7.9	42.5		-	-	-	-		-	-	-	-	
TOBACCO	2	915	6.2	32.0		-	-	-	-		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		11	7,453	4.7	25.7		-	-	-	-	
LEATHER	1	360	6.2	29.0		3	715	5.9	22.8		-	-	-	-		-	-	-	-	
TEXTILES	8	2,847	9.1	36.5		7	2,000	7.0	25.3		1	500	5.5	28.3		-	-	-	-	
KNITTING MILLS	1	380	5.9	24.0		1	250	8.0	25.0		-	-	-	-		-	-	-	-	
CLOTHING	1	450	13.6	71.4		5	2,191	8.4	24.0		-	-	-	-		-	-	-	-	
WOOD	3	789	9.2	42.9		3	939	10.5	50.7		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	4	1,308	7.6	30.7		-	-	-	-		-	-	-	-		-	-	-	-	
PAPER	4	1,475	4.3	26.3		3	853	6.9	31.3		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	5	3,241	9.6	50.5		2	411	11.0	55.1		-	-	-	-		-	-	-	-	
PRIMARY METALS	2	906	4.3	25.7		1	720	8.7	42.5		-	-	-	-		-	-	-	-	
FABRICATED METALS	13	4,339	5.2	26.6		7	2,078	8.0	36.6		1	223	3.4	18.0		-	-	-	-	
MACHINERY	6	1,878	7.2	40.4		3	1,000	9.4	43.3		6	2,158	6.7	32.6		1	1,254	4.4	28.5	
TRANSPORTATION EQUIP	7	3,957	5.6	29.7		5	1,846	8.2	38.0		8	10,980	3.8	24.2		-	-	-	-	
ELECTRICAL PRODUCTS	22	18,495	6.9	34.7		8	3,283	6.5	32.1		17	12,859	3.6	21.9		-	-	-	-	
NON-METALLIC MINERALS	6	2,560	7.7	40.8		5	2,695	6.1	35.8		3	1,160	4.9	23.9		-	-	-	-	
PETROLEUM, OIL	3	811	7.9	46.0		-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	7	4,030	7.8	42.9		2	1,110	4.8	30.2		1	321	4.0	21.1		-	-	-	-	
MISCELLANEOUS MFG	3	1,106	8.0	34.1		6	1,447	7.2	33.0		1	450	-	-		-	-	-	-	
NON-MANUFACTURING (EXCL CONST)	290	291,676	8.1	45.0		65	48,986	5.9	31.4		2	810	7.7	46.3		-	-	-	-	
FORESTRY	-	-	-	-		3	925	7.9	54.0		-	-	-	-		-	-	-	-	
MINING, QUARRYING	3	1,074	7.5	43.7		3	1,665	4.7	25.0		1	230	4.0	24.6		-	-	-	-	
TRANSPORTATION	11	12,402	6.3	37.6		5	7,390	4.3	32.3		-	-	-	-		-	-	-	-	
STORAGE	1	1,500	8.8	55.3		1	230	7.0	33.5		-	-	-	-		-	-	-	-	
COMMUNICATIONS	5	13,092	10.7	37.8		2	5,950	10.6	29.5		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	9	15,983	8.2	49.9		1	200	5.0	26.5		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	1	280	6.9	35.0		3	750	5.5	36.4		-	-	-	-		-	-	-	-	
RETAIL TRADE	5	5,610	10.1	52.5		5	1,594	8.9	27.7		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	2	1,565	8.6	50.0		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	137	95,875	7.1	43.3		7	15,649	3.0	20.1		1	580	9.1	54.9		-	-	-	-	
HEALTH, WELFARE SERVICES	7	2,355	6.2	25.3		22	7,150	7.4	49.0		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	1	254	9.8	70.0		2	785	7.0	46.2		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	7	2,996	6.5	28.7		1	250	4.6	16.0		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	4	1,244	7.4	21.1		4	3,455	7.7	23.1		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		1	330	9.3	32.7		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	43	85,450	9.4	48.7		4	2,427	7.9	60.2		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	5	18,285	8.8	54.0		-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	49	33,711	7.4	40.6		1	236	4.5	27.5		-	-	-	-		-	-	-	-	
CONSTRUCTION	71	60,539	6.3	61.0		13	7,950	6.0	54.6		1	1,200	5.4	56.6		-	-	-	-	

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN 1977, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST) ..	67	64,347	6.8	39.4		35	30,827	3.8	22.0		46	35,253	4.0	23.7		1	1,254	4.4	28.5	
ALL INDUSTRIES (EXCL CONST) ..	67	64,347	6.8	39.4		35	30,827	3.8	22.0		46	35,253	4.0	23.7		1	1,254	4.4	28.5	
MANUFACTURING	20	11,973	6.0	31.0		22	8,726	6.7	33.5		45	35,023	4.0	23.7		1	1,254	4.4	28.5	
FOOD, BEVERAGES	2	1,097	9.8	48.3		1	207	7.8	40.0		-	-	-	-		-	-	-	-	
TOBACCO	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		11	7,453	4.7	25.7		-	-	-	-	
LEATHER	-	-	-	-		1	200	5.5	16.7		-	-	-	-		-	-	-	-	
TEXTILES	1	290	16.7	59.1		-	-	-	-		1	500	5.5	28.3		-	-	-	-	
KNITTING MILLS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
WOOD	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PAPER	1	500	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PRIMARY METALS	1	406	3.5	19.2		-	-	-	-		-	-	-	-		-	-	-	-	
FABRICATED METALS	4	1,839	3.8	20.1		3	865	6.8	32.4		1	223	3.4	18.0		-	-	-	-	
MACHINERY	3	1,151	7.3	43.2		1	425	11.2	47.5		4	1,748	6.3	30.5		1	1,254	4.4	28.5	
TRANSPORTATION EQUIP	3	2,645	4.9	25.8		4	1,271	8.3	35.7		8	10,980	3.8	24.2		-	-	-	-	
ELECTRICAL PRODUCTS	2	3,000	6.0	32.0		6	2,563	6.5	32.8		15	12,188	3.4	21.9		-	-	-	-	
NON-METALLIC MINERALS	3	1,045	8.5	40.9		4	2,345	5.9	33.0		3	1,160	4.9	23.9		-	-	-	-	
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	-	-	-	-		1	500	4.1	30.0		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		1	350	6.1	29.0		1	450	4.0	21.1		-	-	-	-	
NON-MANUFACTURING (EXCL CONST	47	52,374	7.0	41.3		13	22,101	2.6	17.4		1	230	4.0	24.6		-	-	-	-	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		2	1,375	3.4	17.6		1	230	4.0	24.6		-	-	-	-	
TRANSPORTATION	3	7,225	5.7	34.2		4	7,150	4.1	32.2		-	-	-	-		-	-	-	-	
STORAGE	1	1,500	8.8	55.3		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	3	1,125	6.9	39.2		-	-	-	-		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		1	394	6.9	29.5		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE ..	21	13,185	5.7	39.6		3	11,796	1.3	8.3		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES ..	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		1	250	4.6	16.0		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		1	900	4.0	12.6		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	2	8,687	8.3	51.4		-	-	-	-		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	17	20,652	7.5	39.8		1	236	4.5	27.5		-	-	-	-		-	-	-	-	
CONSTRUCTION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN 1977, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	417	351,832	7.9	47.6		111	50,111	7.9	42.4		6	2,861	6.9	46.2		-	-	-	-	
ALL INDUSTRIES (EXCL CONST).	346	291,293	8.3	44.8		98	42,161	8.3	40.1		5	1,661	7.9	38.7		-	-	-	-	
MANUFACTURING	103	51,991	7.6	40.1		46	15,276	7.9	35.3		4	1,081	7.3	30.0		-	-	-	-	
FOOD, BEVERAGES	23	12,960	8.1	47.1		6	2,457	7.9	42.7		-	-	-	-		-	-	-	-	
TOBACCO	2	915	6.2	32.0		-	-	-	-		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
LEATHER	1	360	6.2	29.0		2	515	6.1	25.2		-	-	-	-		-	-	-	-	
TEXTILES	7	2,557	8.2	34.0		7	2,000	7.0	25.3		-	-	-	-		-	-	-	-	
KNITTING MILLS	1	380	5.9	24.0		1	250	8.0	25.0		-	-	-	-		-	-	-	-	
CLOTHING	1	450	13.6	71.4		5	2,191	8.4	24.0		-	-	-	-		-	-	-	-	
WOOD	3	789	9.2	42.9		3	939	10.5	50.7		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	4	1,308	7.6	30.7		-	-	-	-		-	-	-	-		-	-	-	-	
PAPER	3	975	6.6	39.8		3	853	6.9	31.3		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	5	3,241	9.6	50.5		2	411	11.0	55.1		-	-	-	-		-	-	-	-	
PRIMARY METALS	1	500	5.0	31.0		1	720	8.7	42.5		-	-	-	-		-	-	-	-	
FABRICATED METALS	9	2,560	6.3	31.3		4	1,213	8.8	39.6		2	410	8.2	41.6		-	-	-	-	
MACHINERY	3	727	7.0	36.0		2	575	8.0	40.3		-	-	-	-		-	-	-	-	
TRANSPORTATION EQUIP.	4	1,312	7.0	37.5		1	375	8.1	45.5		2	671	6.8	22.8		-	-	-	-	
ELECTRICAL PRODUCTS	20	15,495	7.1	35.3		2	720	6.5	29.2		-	-	-	-		-	-	-	-	
NON-METALLIC MINERALS	3	1,515	7.2	40.8		1	350	7.2	55.0		-	-	-	-		-	-	-	-	
PETROLEUM, OIL	3	811	7.9	46.0		-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	7	4,030	7.8	42.9		1	610	5.4	30.5		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	3	1,106	8.0	34.1		5	1,097	7.5	34.3		-	-	-	-		-	-	-	-	
NON-MANUFACTURING (EXCL CONST)	243	239,302	8.4	45.9		52	26,885	8.6	42.9		1	580	9.1	54.9		-	-	-	-	
FORESTRY	-	-	-	-		3	925	7.9	54.0		-	-	-	-		-	-	-	-	
MINING, QUARRYING	3	1,074	7.5	43.7		1	290	10.8	60.0		-	-	-	-		-	-	-	-	
TRANSPORTATION	8	5,177	7.2	42.3		1	240	8.5	37.3		-	-	-	-		-	-	-	-	
STORAGE	-	-	-	-		1	230	7.0	33.5		-	-	-	-		-	-	-	-	
COMMUNICATIONS	5	13,092	10.7	37.8		2	5,950	10.6	29.5		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	6	14,858	8.3	50.7		1	200	5.0	26.5		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	1	280	6.9	35.0		3	750	5.5	36.4		-	-	-	-		-	-	-	-	
RETAIL TRADE	5	5,610	10.1	52.5		4	1,200	9.6	27.1		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	2	1,565	8.6	50.0		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE ..	116	82,690	7.3	43.9		4	3,853	8.4	56.2		1	580	9.1	54.9		-	-	-	-	
HEALTH, WELFARE SERVICES ..	7	2,355	6.2	25.3		22	7,150	7.4	49.0		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	1	254	9.8	70.0		2	785	7.0	46.2		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	7	2,996	6.5	28.7		-	-	-	-		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	4	1,244	7.4	21.1		3	2,555	9.1	26.8		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		1	330	9.3	32.7		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	41	76,763	9.5	48.4		4	2,427	7.9	60.2		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	5	18,285	8.8	54.0		-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	32	13,059	7.4	41.9		-	-	-	-		-	-	-	-		-	-	-	-	

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN 1977,
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

AVERAGE INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
NUMBER OF AGREEMENTS	683	67	417	35	111	46	6	1	-
NUMBER OF EMPLOYEES AFFECTED	536,485	64,347	351,832	30,827	50,111	35,253	2,861	1,254	-
AVERAGE PER CENT INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	7.4	6.7	7.8	4.2	8.9	5.4	6.0	8.3	-
SECOND 12 MONTHS OF AGREEMENT ...	5.0	1.2	3.5	3.5	7.1	3.5	5.9	3.1	-
THIRD 12 MONTHS OF AGREEMENT	3.7	-	-	3.6	1.2	3.3	8.9	1.5	-
FOURTH 12 MONTHS OF AGREEMENT ...	5.0	-	-	-	-	-	-	5.0	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	7.3	6.8	7.9	3.8	7.9	4.0	6.9	4.4	-
AVERAGE CENTS-PER-HOUR INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	43.2	39.1	46.8	23.3	44.9	30.5	30.7	50.0	-
SECOND 12 MONTHS OF AGREEMENT ...	29.4	5.0	18.9	21.8	39.9	21.1	38.0	20.0	-
THIRD 12 MONTHS OF AGREEMENT	24.2	-	-	20.0	5.0	21.1	70.1	10.0	-
FOURTH 12 MONTHS OF AGREEMENT ...	34.0	-	-	-	-	-	-	34.0	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	43.0	39.4	47.6	22.0	42.4	23.7	46.2	28.5	-

TABLE 7

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN 1977, BY INDUSTRY,
DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS
ALL INDUSTRIES (INCL CONST) ..	7.4	5.0	3.7	5.0	7.7	3.1	7.1	5.7	2.1	5.4	3.7	3.8	-	8.3	3.1	1.5	5.0			
ALL INDUSTRIES (EXCL CONST) ..	7.7	5.0	3.5	5.0	8.0	3.1	7.3	5.7	2.1	5.5	3.7	3.5	-	8.3	3.1	1.5	5.0			
MANUFACTURING	7.0	4.7	3.4	5.0	7.2	3.1	8.6	6.6	3.6	5.5	3.6	3.5	-	8.3	3.1	1.5	5.0			
FOOD, BEVERAGES	8.5	6.7	3.6	-	8.1	-	10.4	6.7	3.6	-	-	-	-	-	-	-	-			
TOBACCO	6.2	-	-	-	6.2	-	-	-	-	-	-	-	-	-	-	-	-			
RUBBER, PLASTICS	6.1	4.3	3.7	-	-	-	-	-	-	6.1	4.3	3.7	-	-	-	-	-			
LEATHER	6.4	5.2	-	-	6.2	-	6.6	5.2	-	-	-	-	-	-	-	-	-			
TEXTILES	8.7	4.6	4.6	-	9.2	2.5	8.1	5.9	-	8.3	3.8	4.6	-	-	-	-	-			
KNITTING MILLS	6.9	7.7	-	-	5.9	-	8.3	7.7	-	-	-	-	-	-	-	-	-			
CLOTHING	9.4	8.2	-	-	13.6	-	8.5	8.2	-	-	-	-	-	-	-	-	-			
WOOD	11.1	9.4	-	-	8.5	-	13.3	9.4	-	-	-	-	-	-	-	-	-			
FURNITURE, FIXTURES	7.6	-	-	-	7.6	-	-	-	-	-	-	-	-	-	-	-	-			
PAPER	5.3	5.6	-	-	3.6	-	8.3	5.6	-	-	-	-	-	-	-	-	-			
PRINTING, PUBLISHING	9.8	8.9	-	-	9.6	-	11.1	8.9	-	-	-	-	-	-	-	-	-			
PRIMARY METALS	6.2	6.5	4.2	-	4.1	-	9.7	7.8	-	3.5	2.4	4.2	-	-	-	-	-			
FABRICATED METALS	7.4	5.2	3.7	5.0	4.9	4.0	8.7	7.0	-	10.5	5.0	5.0	-	8.3	3.1	1.5	5.0			
MACHINERY	5.6	3.5	3.3	-	7.2	-	10.4	8.3	-	4.9	3.1	3.3	-	-	-	-	-			
TRANSPORTATION EQUIP	5.2	3.6	3.2	-	4.6	4.3	9.5	7.0	-	4.8	3.1	3.2	-	-	-	-	-			
ELECTRICAL PRODUCTS	7.0	5.6	3.1	-	6.9	-	7.8	5.9	-	6.7	5.0	3.1	-	-	-	-	-			
NON-METALLIC MINERALS	7.3	5.2	-	-	7.7	-	7.0	5.2	-	-	-	-	-	-	-	-	-			
PETROLEUM, OIL	7.9	-	-	-	7.9	-	-	-	-	-	-	-	-	-	-	-	-			
CHEMICALS	7.2	3.8	3.4	-	7.8	-	5.7	3.9	-	4.9	3.6	3.4	-	-	-	-	-			
MISCELLANEOUS MFG	6.5	6.7	-	-	7.6	-	7.8	6.7	-	-	-	-	-	-	-	-	-			
NON-MANUFACTURING (EXCL CONST)	7.9	5.3	5.4	-	8.1	-	6.6	5.3	1.2	8.9	7.5	7.0	-	-	-	-	-			
FORESTRY	8.8	7.0	-	-	-	-	8.8	7.0	-	-	-	-	-	-	-	-	-			
MINING, QUARRYING	6.7	5.7	1.5	-	8.8	-	5.0	6.2	-	8.6	3.1	1.5	-	-	-	-	-			
TRANSPORTATION	5.7	4.1	-	-	6.3	-	4.5	4.1	-	-	-	-	-	-	-	-	-			
STORAGE	9.4	6.0	-	-	9.6	-	8.0	6.0	-	-	-	-	-	-	-	-	-			
COMMUNICATIONS	11.3	9.0	-	-	10.7	-	12.5	9.0	-	-	-	-	-	-	-	-	-			
ELECTRIC, GAS, WATER	8.0	4.0	-	-	8.0	-	6.0	4.0	-	-	-	-	-	-	-	-	-			
WHOLESALE TRADE	5.5	5.9	-	-	6.9	-	5.0	5.9	-	-	-	-	-	-	-	-	-			
RETAIL TRADE	9.8	9.0	-	-	10.1	-	8.8	9.0	-	-	-	-	-	-	-	-	-			
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
INSURANCE, REAL ESTATE	8.6	-	-	-	8.6	-	-	-	-	-	-	-	-	-	-	-	-			
EDUCATION, RELATED SERVICES	6.5	3.0	9.2	-	7.0	-	3.1	2.8	-	9.0	9.2	9.2	-	-	-	-	-			
HEALTH, WELFARE SERVICES	8.0	6.2	-	-	6.3	-	8.5	6.2	-	-	-	-	-	-	-	-	-			
RECREATIONAL SERVICES	9.1	5.3	-	-	9.8	-	8.8	5.3	-	-	-	-	-	-	-	-	-			
MANAGEMENT SERVICES	6.7	-	-	-	6.5	-	9.5	-	-	-	-	-	-	-	-	-	-			
PERSONAL SERVICES	8.6	8.4	-	-	8.2	-	8.8	8.4	-	-	-	-	-	-	-	-	-			
MISCELLANEOUS SERVICES	14.8	4.4	1.2	-	-	-	14.8	4.4	1.2	-	-	-	-	-	-	-	-			
FEDERAL ADMINISTRATION	9.4	6.5	-	-	9.4	-	9.3	6.5	-	-	-	-	-	-	-	-	-			
PROVINCIAL ADMINISTRATION	8.8	-	-	-	8.8	-	-	-	-	-	-	-	-	-	-	-	-			
LOCAL ADMINISTRATION	7.4	4.5	-	-	7.4	-	4.5	4.5	-	-	-	-	-	-	-	-	-			
CONSTRUCTION	5.7	5.8	10.4	-	5.8	-	5.5	6.1	-	2.0	3.9	10.4	-	-	-	-	-			

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FOURT 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FOURT 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FOURT 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FOURT 12 MOS				
ALL INDUSTRIES (INCL CONST) ..	5.8	3.5	3.3	5.0	6.7	1.2	4.2	3.5	3.6	5.4	3.3	-	8.3	3.1	1.5	5.0				
ALL INDUSTRIES (EXCL CONST) ..	5.8	3.5	3.3	5.0	6.7	1.2	4.2	3.5	3.6	5.4	3.3	-	8.3	3.1	1.5	5.0				
MANUFACTURING	5.9	3.9	3.3	5.0	5.6	1.2	8.0	5.6	3.6	5.4	3.4	-	8.3	3.1	1.5	5.0				
FOOD, BEVERAGES	8.5	5.7	3.6	-	8.5	-	8.2	5.7	3.6	-	-	-	-	-	-	-				
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
RUBBER, PLASTICS	6.1	4.3	3.7	-	-	-	-	-	-	6.1	3.7	-	-	-	-	-				
LEATHER	5.4	5.2	-	-	-	-	5.4	5.2	-	-	-	-	-	-	-	-				
TEXTILES	12.0	2.8	4.6	-	18.4	1.2	-	-	-	8.3	4.6	-	-	-	-	-				
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
PRIMARY METALS	3.1	2.4	4.2	-	2.9	-	-	-	-	3.5	2.4	4.2	-	-	-	-				
FABRICATED METALS	7.4	4.3	3.0	5.0	3.4	-	7.7	5.9	-	10.9	4.5	4.1	8.3	3.1	1.5	5.0				
MACHINERY	5.3	3.4	3.3	-	7.3	-	12.4	9.9	-	4.9	3.1	3.3	-	-	-	-				
TRANSPORTATION EQUIP	4.9	3.4	3.0	-	3.7	-	9.9	6.6	-	4.6	3.0	3.0	-	-	-	-				
ELECTRICAL PRODUCTS	7.0	5.4	3.1	-	6.0	-	8.2	5.6	-	6.7	5.0	3.1	-	-	-	-				
NON-METALLIC MINERALS	7.3	5.0	-	-	8.5	-	6.9	5.0	-	-	-	-	-	-	-	-				
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
CHEMICALS	5.0	3.3	3.4	-	-	-	5.1	3.0	-	4.9	3.4	-	-	-	-	-				
MISCELLANEOUS MFG	3.1	5.0	-	-	-	-	7.2	5.0	-	-	-	-	-	-	-	-				
NON-MANUFACTURING (EXCL CONST)	5.7	2.6	1.5	-	7.0	-	2.7	2.6	-	8.6	3.1	1.5	-	-	-	-				
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
MINING, QUARRYING	4.4	4.5	1.5	-	-	-	3.7	4.8	-	8.6	3.1	1.5	-	-	-	-				
TRANSPORTATION	4.9	4.1	-	-	5.7	-	4.2	4.1	-	-	-	-	-	-	-	-				
STORAGE	9.6	-	-	-	9.6	-	-	-	-	-	-	-	-	-	-	-				
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
ELECTRIC, GAS, WATER	6.9	-	-	-	6.9	-	-	-	-	-	-	-	-	-	-	-				
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
RETAIL TRADE	7.7	8.1	-	-	-	-	7.7	8.1	-	-	-	-	-	-	-	-				
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
EDUCATION, RELATED SERVICES	3.5	1.4	-	-	5.7	-	1.1	1.4	-	-	-	-	-	-	-	-				
HEALTH, WELFARE SERVICES ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
MANAGEMENT SERVICES	9.5	-	-	-	-	-	9.5	-	-	-	-	-	-	-	-	-				
PERSONAL SERVICES	6.1	-	-	-	-	-	6.1	-	-	-	-	-	-	-	-	-				
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
FEDERAL ADMINISTRATION	8.3	-	-	-	8.3	-	-	-	-	-	-	-	-	-	-	-				
PROVINCIAL ADMINISTRATION ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
LOCAL ADMINISTRATION	7.5	4.5	-	-	7.5	-	4.5	4.5	-	-	-	-	-	-	-	-				
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				

TABLE 9

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN 1977, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECND 12MOS	FIRST 12MOS	SECND 12MOS	FIRST 12MOS	SECND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	7.9	6.9	8.1	-	7.8	3.5	8.9	7.1	1.2	6.0	5.9	8.9	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	8.4	7.1	6.6	-	8.2	3.5	9.5	7.3	1.2	8.9	7.3	7.7	-	-	-	-	-	-	-	-
MANUFACTURING	7.9	6.8	6.9	-	7.6	3.5	9.0	7.1	-	8.8	6.3	6.9	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	8.5	6.8	-	-	8.1	-	10.6	6.8	-	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	6.2	-	-	-	6.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	6.7	5.2	-	-	6.2	-	7.0	5.2	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	8.1	5.1	-	-	8.2	2.9	8.1	5.9	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	6.9	7.7	-	-	5.9	-	8.3	7.7	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	9.4	8.2	-	-	13.6	-	8.5	8.2	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	11.1	9.4	-	-	8.5	-	13.3	9.4	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	7.6	-	-	-	7.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	7.0	5.6	-	-	5.8	-	8.3	5.6	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	9.8	8.9	-	-	9.6	-	11.1	8.9	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	7.8	7.8	-	-	5.0	-	9.7	7.8	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	7.2	7.1	8.8	-	5.9	4.0	9.5	7.8	-	-	7.4	8.8	-	-	-	-	-	-	-	-
MACHINERY	7.8	7.1	-	-	7.0	-	9.0	7.1	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	7.5	6.0	5.7	-	6.6	4.3	8.2	8.1	-	-	5.7	5.7	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	7.1	6.9	-	-	7.1	-	6.2	6.9	-	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	7.4	6.2	-	-	7.2	-	8.1	6.2	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	7.9	-	-	-	7.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	7.6	4.6	-	-	7.8	-	6.2	4.6	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	7.8	7.3	-	-	7.6	-	8.0	7.3	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	8.5	7.4	6.3	-	8.4	-	9.8	7.3	1.2	9.0	9.2	9.2	-	-	-	-	-	-	-	-
FORESTRY	8.8	7.0	-	-	-	-	8.8	7.0	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	9.3	10.2	-	-	8.8	-	11.3	10.2	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	7.6	-	-	-	7.2	-	14.6	-	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	8.0	6.0	-	-	-	-	8.0	6.0	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	11.3	9.0	-	-	10.7	-	12.5	9.0	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	8.1	4.0	-	-	8.1	-	6.0	4.0	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	5.5	5.9	-	-	6.9	-	5.0	5.9	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	9.9	10.0	-	-	10.1	-	9.2	10.0	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	8.6	-	-	-	8.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	7.3	7.3	9.2	-	7.2	-	9.2	7.0	-	9.0	9.2	9.2	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	8.0	6.2	-	-	6.3	-	8.5	6.2	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	9.1	5.3	-	-	9.8	-	8.8	5.3	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	6.5	-	-	-	6.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	9.2	8.4	-	-	8.2	-	9.7	8.4	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	14.8	4.4	1.2	-	-	-	14.8	4.4	1.2	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	9.5	6.5	-	-	9.5	-	9.3	6.5	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	8.8	-	-	-	8.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	7.4	-	-	-	7.4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	5.7	5.8	10.4	-	5.8	-	5.5	6.1	-	2.0	3.9	10.4	-	-	-	-	-	-	-	-

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST)...	43.2	29.4	24.2	34.0	45.6	16.6	33.1	10.7	30.5	22.5	24.9	-	50.0	20.0	10.0	34.0	-	-	-	-
ALL INDUSTRIES (EXCL CONST)...	41.4	27.3	21.5	34.0	43.7	16.6	30.4	10.7	30.9	21.9	22.0	-	50.0	20.0	10.0	34.0	-	-	-	-
MANUFACTURING	35.9	25.1	21.1	34.0	37.6	16.6	31.6	20.0	30.5	21.3	21.5	-	50.0	20.0	10.0	34.0	-	-	-	-
FOOD, BEVERAGES	47.8	37.8	20.0	-	46.7	-	53.3	37.8	-	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	32.0	-	21.4	-	32.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	31.9	24.0	-	-	-	-	-	-	31.9	24.0	21.4	-	-	-	-	-	-	-	-	-
LEATHER	26.1	20.6	-	-	29.0	-	20.6	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	33.7	19.0	25.0	-	36.4	12.2	22.3	-	40.0	20.0	25.0	-	-	-	-	-	-	-	-	-
KNITTING MILLS	24.4	25.0	-	-	24.0	-	25.0	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	31.6	24.5	-	-	71.4	-	23.4	24.5	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	51.3	48.6	-	-	40.1	-	60.8	48.6	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	30.7	-	-	-	30.7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	27.5	26.6	-	-	22.5	-	35.9	26.6	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	51.1	48.1	-	-	50.5	-	56.1	48.1	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	31.6	33.6	23.0	-	24.2	-	45.0	40.0	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	35.1	27.4	21.1	34.0	24.7	23.0	38.7	33.8	18.0	13.0	23.0	-	50.0	20.0	10.0	34.0	-	-	-	-
MACHINERY	33.0	21.9	21.7	-	40.4	-	46.0	40.6	-	20.2	21.7	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	28.7	21.4	20.7	-	24.6	24.0	33.9	-	30.5	20.2	20.7	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	35.0	28.5	14.6	-	34.7	-	37.6	29.6	31.5	25.5	14.6	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	40.5	31.6	-	-	40.8	-	40.1	31.6	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	46.0	-	-	-	46.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	40.3	23.9	19.0	-	42.9	-	35.3	25.2	25.0	19.5	19.0	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	28.8	32.8	-	-	32.9	-	34.6	32.8	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	43.4	30.1	34.2	-	45.0	-	33.6	29.9	5.0	49.6	45.0	46.1	-	-	-	-	-	-	-	-
FORESTRY	58.0	50.0	-	-	-	-	58.0	50.0	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	37.0	31.4	10.0	-	50.5	-	26.4	33.7	-	50.0	20.0	10.0	-	-	-	-	-	-	-	-
TRANSPORTATION	35.8	32.5	-	-	37.6	-	32.8	32.5	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	56.9	30.0	-	-	60.0	-	37.0	30.0	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	36.3	26.5	-	-	37.8	-	32.9	26.5	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	48.9	22.0	-	-	49.2	-	31.0	22.0	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	34.5	38.6	-	-	35.0	-	34.3	38.6	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	46.8	28.8	-	-	52.5	-	26.6	28.8	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	50.0	-	-	-	50.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	40.0	20.4	60.5	-	43.2	-	20.0	19.1	-	49.5	54.9	60.5	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	47.2	43.5	-	-	25.7	-	54.3	43.5	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	59.5	36.3	-	-	70.0	-	56.1	36.3	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	28.9	-	-	-	28.7	-	32.0	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	24.7	26.0	-	-	23.1	-	25.3	26.0	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	49.0	17.0	5.0	-	-	-	49.0	17.0	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	49.3	52.8	-	-	48.7	-	67.6	52.8	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	54.0	-	-	-	54.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	40.5	28.0	-	-	40.6	-	27.0	28.0	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	55.3	54.7	110.0	-	56.9	-	48.7	56.9	-	20.0	40.0	110.0	-	-	-	-	-	-	-	-

TABLE 11

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN 1977, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	33.2	21.3	20.7	34.0	39.1	5.0	23.3	21.8	20.0	30.5	21.1	21.1	-	50.0	20.0	10.0	34.0			
ALL INDUSTRIES (EXCL CONST) ..	33.2	21.3	20.7	34.0	39.1	5.0	23.3	21.8	20.0	30.5	21.1	21.1	-	50.0	20.0	10.0	34.0			
MANUFACTURING	31.7	22.6	20.7	34.0	28.7	5.0	38.6	29.2	20.0	30.4	21.1	21.1	-	50.0	20.0	10.0	34.0			
FOOD, BEVERAGES	41.3	30.0	20.0	-	41.6	-	40.0	30.0	20.0	-	-	-	-	-	-	-	-			
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
RUBBER, PLASTICS	31.9	24.0	21.4	-	-	-	16.0	16.0	-	31.9	24.0	21.4	-	-	-	-	-			
LEATHER	16.0	16.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
TEXTILES	48.8	14.5	25.0	-	64.0	5.0	-	-	-	40.0	20.0	25.0	-	-	-	-	-			
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
PRIMARY METALS	16.7	13.0	23.0	-	16.0	-	-	-	-	18.0	13.0	23.0	-	-	-	-	-			
FABRICATED METALS	36.0	23.7	17.5	34.0	18.1	-	35.4	29.5	-	45.1	23.6	22.9	-	50.0	20.0	10.0	34.0			
MACHINERY	32.3	21.1	21.7	-	43.2	-	50.0	45.0	-	30.5	20.2	21.7	-	-	-	-	-			
TRANSPORTATION EQUIP	27.9	20.7	20.7	-	19.4	-	41.4	30.1	-	28.3	19.6	20.7	-	-	-	-	-			
ELECTRICAL PRODUCTS	35.2	28.0	14.6	-	32.0	-	40.5	29.1	-	31.5	25.5	14.6	-	-	-	-	-			
NON-METALLIC MINERALS	38.3	28.8	-	-	40.9	-	37.1	28.8	-	-	-	-	-	-	-	-	-			
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
CHEMICALS	32.3	21.6	19.0	-	-	-	37.0	23.0	-	25.0	19.5	19.0	-	-	-	-	-			
MISCELLANEOUS MFG	14.4	25.0	-	-	-	-	33.0	25.0	-	-	-	-	-	-	-	-	-			
NON-MANUFACTURING (EXCL CONST)	34.3	18.6	10.0	-	41.5	-	17.2	18.6	-	50.0	20.0	10.0	-	-	-	-	-			
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
MINING, QUARRYING	23.7	23.9	10.0	-	-	-	19.3	25.0	-	50.0	20.0	10.0	-	-	-	-	-			
TRANSPORTATION	33.0	32.5	-	-	34.2	-	31.8	32.5	-	-	-	-	-	-	-	-	-			
STORAGE	60.0	-	-	-	60.0	-	-	-	-	-	-	-	-	-	-	-	-			
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
ELECTRIC, GAS, WATER	39.2	-	-	-	39.2	-	-	-	-	-	-	-	-	-	-	-	-			
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
RETAIL TRADE	32.0	27.0	-	-	-	-	32.0	27.0	-	-	-	-	-	-	-	-	-			
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
EDUCATION, RELATED SERVICES	24.2	9.2	-	-	39.6	-	7.0	9.2	-	-	-	-	-	-	-	-	-			
HEALTH, WELFARE SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
MANAGEMENT SERVICES	32.0	-	-	-	-	-	32.0	-	-	-	-	-	-	-	-	-	-			
PERSONAL SERVICES	18.9	-	-	-	-	-	18.9	-	-	-	-	-	-	-	-	-	-			
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
FEDERAL ADMINISTRATION	51.4	-	-	-	51.4	-	-	-	-	-	-	-	-	-	-	-	-			
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
LOCAL ADMINISTRATION	39.7	28.0	-	-	39.8	-	27.0	28.0	-	-	-	-	-	-	-	-	-			

CONSTRUCTION

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECND 12MOS	THIRD 12MOS	FOURT 12MOS	FIRST 12MOS	SECND 12MOS	FIRST 12MOS	SECND 12MOS	FIRST 12MOS	SECND 12MOS	FIRST 12MOS	SECND 12MOS	FIRST 12MOS	SECND 12MOS	FIRST 12MOS	SECND 12MOS	FIRST 12MOS	SECND 12MOS	THIRD 12MOS	FOURT 12MOS
ALL INDUSTRIES (INCL CONST) ..	46.4	39.2	63.4	-	46.8	18.9	44.9	39.9	5.0	30.7	38.0	70.1	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	44.6	36.0	35.3	-	44.7	18.9	44.1	36.6	5.0	38.5	36.5	41.4	-	-	-	-	-	-	-	-
MANUFACTURING	39.4	31.4	31.1	-	39.7	18.9	39.0	33.0	-	32.6	26.7	31.1	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	48.3	38.7	-	-	47.1	-	54.5	38.7	-	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	32.0	-	-	-	32.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	28.4	22.4	-	-	29.0	-	28.0	22.4	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	31.1	20.3	-	-	33.3	15.0	28.2	22.3	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	24.4	25.0	-	-	24.0	-	25.0	25.0	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	31.6	24.5	-	-	71.4	-	23.4	24.5	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	51.3	48.6	-	-	40.1	-	60.8	48.6	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	30.7	-	-	-	30.7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	35.0	26.6	-	-	34.1	-	35.9	26.6	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	51.1	48.1	-	-	50.5	-	56.1	48.1	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	39.2	40.0	-	-	31.0	-	45.0	40.0	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	33.9	34.8	47.9	-	29.4	23.0	41.1	36.9	-	40.7	37.6	47.9	-	-	-	-	-	-	-	-
MACHINERY	39.1	37.4	-	-	36.0	-	43.1	37.4	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	34.3	28.2	20.9	-	35.0	24.0	44.0	47.0	-	27.6	20.0	20.9	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	34.9	31.2	-	-	35.3	-	27.3	31.2	-	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	44.4	50.0	-	-	40.8	-	60.0	50.0	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	46.0	-	-	-	46.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	41.7	27.0	-	-	42.9	-	34.0	27.0	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	34.0	35.3	-	-	32.9	-	35.2	35.3	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	45.9	39.0	40.3	-	45.8	-	47.0	38.6	5.0	49.5	54.9	60.5	-	-	-	-	-	-	-	-
FORESTRY	58.0	50.0	-	-	-	-	58.0	50.0	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	52.5	60.0	-	-	50.5	-	60.0	60.0	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	43.2	-	-	-	42.3	-	62.3	-	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	37.0	30.0	-	-	-	-	37.0	30.0	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	36.3	26.5	-	-	37.8	-	32.9	26.5	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	49.7	22.0	-	-	49.9	-	31.0	22.0	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	34.5	38.6	-	-	35.0	-	34.3	38.6	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	47.6	29.4	-	-	52.5	-	24.8	29.4	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	50.0	-	-	-	50.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	44.5	50.3	60.5	-	43.7	-	59.6	49.6	-	49.5	54.9	60.5	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	47.2	43.5	-	-	25.7	-	54.3	43.5	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	59.5	36.3	-	-	70.0	-	56.1	36.3	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	28.7	-	-	-	28.7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	26.1	26.0	-	-	23.1	-	27.5	26.0	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	49.0	17.0	5.0	-	-	-	49.0	17.0	5.0	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	49.0	52.8	-	-	48.4	-	67.6	52.8	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	54.0	-	-	-	54.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	41.9	-	-	-	41.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	55.3	54.7	110.0	-	56.9	-	48.7	56.9	-	20.0	40.0	110.0	-	-	-	-	-	-	-	-

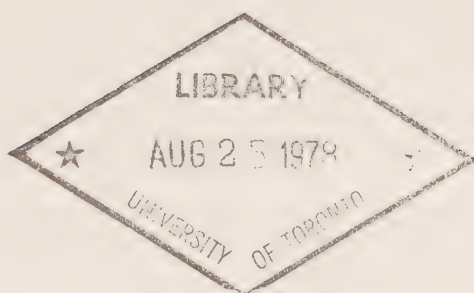
TABLE 13

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES NEGOTIATED IN 1977, BY SIZE OF INCREASE

AVERAGE ANNUAL INCREASE		ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	
		AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
IN PER CENT		ALL INDUSTRIES, EXCLUDING CONSTRUCTION					
UNDER 4.9 PER CENT	.....	88	73,482	60	62,481	28	11,001
5.0 - 9.9 PER CENT	.....	439	326,969	79	65,777	360	261,192
10.0 - 14.9 PER CENT	.....	58	60,270	6	2,125	52	58,145
15.0 - 19.9 PER CENT	.....	11	4,391	4	1,298	7	3,093
20.0 - 24.9 PER CENT	.....	2	1,684	-	-	2	1,684
25.0 - 29.9 PER CENT	.....	-	-	-	-	-	-
30.0 - 34.9 PER CENT	.....	-	-	-	-	-	-
35.0 - 39.9 PER CENT	.....	-	-	-	-	-	-
40.0 - 44.9 PER CENT	.....	-	-	-	-	-	-
45.0 - 49.9 PER CENT	.....	-	-	-	-	-	-
50.0 PER CENT AND OVER	.....	-	-	-	-	-	-
AVERAGE		7.3		5.3		7.9	
IN CENTS PER HOUR							
UNDER 9.9 CENTS	.....	12	19,109	9	17,930	3	1,179
10.0 - 19.9 PER CENT	.....	29	11,374	14	6,449	15	4,925
20.0 - 29.9 PER CENT	.....	132	76,277	49	37,385	83	38,892
30.0 - 39.9 PER CENT	.....	156	127,628	37	36,100	119	91,528
40.0 - 49.9 PER CENT	.....	137	112,132	19	15,393	118	96,739
50.0 - 59.9 PER CENT	.....	71	66,155	9	12,897	62	53,258
60.0 - 69.9 PER CENT	.....	30	36,119	4	1,642	26	34,477
70.0 - 79.9 PER CENT	.....	15	8,508	6	3,227	9	5,281
80.0 - 89.9 PER CENT	.....	5	3,861	1	342	4	3,519
90.0 - 99.9 PER CENT	.....	3	1,705	-	-	3	1,705
100.0 CENTS AND OVER	.....	8	3,928	1	316	7	3,612
AVERAGE		43.0		31.0		47.0	
IN PER CENT		CONSTRUCTION					
UNDER 4.9 PER CENT	.....	19	16,660	-	-	19	16,660
5.0 - 9.9 PER CENT	.....	60	50,384	-	-	60	50,384
10.0 - 14.9 PER CENT	.....	3	1,630	-	-	3	1,630
15.0 - 19.9 PER CENT	.....	2	515	-	-	2	515
20.0 - 24.9 PER CENT	.....	1	500	-	-	1	500
25.0 - 29.9 PER CENT	.....	-	-	-	-	-	-
30.0 - 34.9 PER CENT	.....	-	-	-	-	-	-
35.0 - 39.9 PER CENT	.....	-	-	-	-	-	-
40.0 - 44.9 PER CENT	.....	-	-	-	-	-	-
45.0 - 49.9 PER CENT	.....	-	-	-	-	-	-
50.0 PER CENT AND OVER	.....	-	-	-	-	-	-
AVERAGE		6.2		-		6.2	
IN CENTS PER HOUR							
UNDER 9.9 CENTS	.....	3	900	-	-	3	900
10.0 - 19.9 PER CENT	.....	-	-	-	-	-	-
20.0 - 29.9 PER CENT	.....	7	6,200	-	-	7	6,200
30.0 - 39.9 PER CENT	.....	3	4,960	-	-	3	4,960
40.0 - 49.9 PER CENT	.....	6	3,760	-	-	6	3,760
50.0 - 59.9 PER CENT	.....	22	17,805	-	-	22	17,805
60.0 - 69.9 PER CENT	.....	21	9,069	-	-	21	9,069
70.0 - 79.9 PER CENT	.....	14	18,430	-	-	14	18,430
80.0 - 89.9 PER CENT	.....	4	6,200	-	-	4	6,200
90.0 - 99.9 PER CENT	.....	1	300	-	-	1	300
100.0 CENTS AND OVER	.....	-	-	-	-	-	-



Ontario
Ministry of
Labour



WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FIRST QUARTER 1978

Prepared by

Research Branch

Ontario Ministry of Labour

July 1978

Hon. Bette Stephenson, M.D.
Minister

T. E. Armstrong, Q.C.
Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the first quarter of 1978. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available. It should also be noted that some of the settlements may be subject to revision as a result of rulings by the Anti-Inflation Board.

Beginning with the second quarter of 1976, eight new tables have been included in the report - Tables 1 and 6-12, inclusive. Prior to this period the published data related to average annual increases only, that is, the total increases negotiated for the full term of the agreement, reduced to an annual average. This information is now contained in Tables 1-5 and 13 of the expanded report. Tables 6-12 have been added to provide data showing how the total increase is distributed in each 12 month period of the agreement. The additional data have been made possible by the completion of a new computerized processing system.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as follows: one-year - less than 18 months; two-year - 18 to 29 months; three-year - 30 to 41 months; and four-year - 42 to 53 months.

The data in this report were prepared for computer processing by Susan Markell, Kris Krestensen and Carolyn McDonald. For further information on any of the tables, please call Susan Markell, Research Branch, Ontario Ministry of Labour (965-6101).

Toronto
July 28, 1978

Highlights

In the first quarter of 1978, a total of 129 agreements covering more than 104,000 employees were negotiated in Ontario for bargaining units of 200 or more employees. This represents a slight increase in the volume of bargaining activity as compared with the previous quarter, but is significantly below the levels reached in the second and third quarters of 1977. Bargaining settlements in the first quarter of 1978 were heavily concentrated in the non-manufacturing sector, particularly in the public administration and education groups. Within the manufacturing sector, the heaviest concentration occurred in the electrical products industry.

The average annual base wage rate increase for all industries combined in the first quarter of 1978 was 6.2 per cent, compared with 6.5 per cent in the previous quarter. This marks the sixth successive quarter in which the average annual increase figure has declined. In manufacturing the first quarter figure was 5.8 per cent, up slightly from 5.6 per cent in the previous quarter, whilst in non-manufacturing there was a reduction from 7.0 per cent to 6.2 per cent. Although the average annual increase negotiated in construction appears to have risen significantly, from 2.8 per cent to 8.7 per cent, in fact both figures may be somewhat unrepresentative of current bargaining trends in the industry as each is based on a very small number of settlements.

	Average Annual Increases			
	First Quarter 1978		Fourth Quarter 1977	
	<u>Per</u> <u>cent</u>	<u>Cents</u> <u>per hour</u>	<u>Per</u> <u>cent</u>	<u>Cents</u> <u>per hour</u>
All Industries, including construction	6.2	32.5	6.5	35.7
Manufacturing	5.8	31.5	5.6	27.7
Non-Manufacturing (excluding construction)	6.2	32.1	7.0	38.2
Construction	8.7	73.5	2.8	31.6

In agreements with a cost-of-living (COLA) clause, base wage rates increased by 4.9 per cent. This was well above the 2.9 per cent increase registered in the fourth quarter of 1977 but, as explained in the previous issue of this publication, that figure was heavily influenced by one uncharacteristically low settlement involving a very large number of employees. With the

exception of this figure, the 4.9 per cent increase recorded in the first quarter of 1978 for agreements with a COLA clause is the lowest such increase since the Ministry of Labour first began publishing separate information on COLA and non-COLA agreements in the second quarter of 1974. Base wage rate increases in agreements without a COLA clause averaged 6.5 per cent in the first quarter of 1978, down from 7.7 per cent in the fourth quarter.

In the first quarter of 1978, one-year agreements, as a proportion of all agreements, rose to 69.0 per cent from 61.2 per cent in the previous quarter. However, this figure is still well below the levels recorded in the second and third quarters of 1977, when one-year agreements represented 79.1 per cent and 75.3 per cent, respectively, of all agreements. One-year agreements remain especially prevalent in the non-manufacturing sector, comprising more than 83 per cent of all agreements in this sector in the first quarter of 1978.

Tables 6-12 indicate the distribution of base wage rate increases over the duration of agreement. Increases in the first 12-months of all agreements combined averaged 6.3 per cent, down from 6.7 and 6.9 per cent in the two immediately preceding quarters. Increases in the second 12-months averaged 5.6 per cent, up from 3.7 per cent in the previous quarter, whilst in the third 12-months the average declined to 3.4 per cent from 4.3 per cent. This represents a return to the usual pattern of successively declining increases from the first through to the third 12-month periods, a pattern which had been broken in the fourth quarter of 1977.

Finally, Table 13 shows that negotiated average annual base wage rate increases continue to be concentrated within a narrow range. Almost 77 per cent of all agreements contained increases in the 5.0-9.9 per cent range, and cents-per-hour increases were heavily concentrated in the 20-49.9 cents range. Only four of 129 agreements concluded in the first quarter of 1978 contained average annual increases in excess of 10 per cent.

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING
AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN FIRST QUARTER OF 1978, BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	129	89	30	9	1	-
NUMBER OF EMPLOYEES AFFECTED	104,187	80,387	19,545	3,365	890	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	6.2	6.2	6.6	4.3	3.2	-
AGREEMENTS WITH COL CLAUSE	4.9	4.7	5.7	4.2	3.2	-
AGREEMENTS WITHOUT COL CLAUSE	6.5	6.4	7.2	5.5	-	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	32.5	31.2	39.1	26.2	21.2	-
AGREEMENTS WITH COL CLAUSE	26.7	22.7	32.7	25.6	21.2	-
AGREEMENTS WITHOUT COL CLAUSE	34.0	32.5	43.3	35.3	-	-

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING
200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1978, BY INDUSTRY

INDUSTRY	ALL AGREEMENTS			AGREEMENTS WITH COST-OF-LIVING CLAUSE			AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE					
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST)...	129	104,187	6.2	32.5	25	21,933	4.9	26.7	104	82,254	6.5	34.0
ALL INDUSTRIES (EXCL CONST)...	126	102,857	6.1	31.9	25	21,933	4.9	26.7	101	80,924	6.5	33.4
MANUFACTURING	55	29,473	5.8	31.5	17	12,408	5.0	29.3	38	17,065	6.5	33.2
FOOD, BEVERAGES	6	1,668	6.9	41.2	1	299	8.7	60.0	5	1,369	6.5	37.1
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	3	775	5.4	21.6	1	200	4.7	16.0	2	575	5.6	23.5
LEATHER	3	2,285	6.3	33.4	1	615	5.0	28.6	2	1,670	6.8	35.2
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	1	200	7.7	25.0	-	-	-	-	1	200	7.7	25.0
CLOTHING	3	815	6.6	34.3	-	-	-	-	3	815	6.6	34.3
WOOD	4	1,745	7.3	29.6	1	395	4.9	26.0	3	1,350	8.0	30.7
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	2	1,529	6.5	35.1	-	-	-	-	2	1,529	6.5	35.1
PRINTING, PUBLISHING	4	2,020	1.7	10.8	2	960	3.0	18.3	2	1,060	.6	3.9
PRIMARY METALS	6	2,318	4.2	22.7	3	1,448	3.3	19.8	3	870	5.7	27.5
FABRICATED METALS	1	250	6.6	36.0	-	-	-	-	1	250	6.6	36.0
MACHINERY	4	1,591	6.3	32.0	3	991	3.2	21.1	1	600	11.4	50.0
TRANSPORTATION EQUIP	6	8,261	6.0	33.2	3	7,050	5.6	32.5	3	1,211	8.2	37.0
ELECTRICAL PRODUCTS	5	1,946	7.0	41.0	-	-	-	-	5	1,946	7.0	41.0
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	5	3,210	6.1	36.8	2	450	6.9	38.6	3	2,760	5.9	36.5
CHEMICALS	2	860	6.0	26.8	-	-	-	-	2	860	6.0	26.8
MISCELLANEOUS MFG	71	73,384	6.2	32.1	8	9,525	4.8	23.3	63	63,859	6.5	33.4
NON-MANUFACTURING(EXCL CONST)	-	-	-	-	-	-	-	-	-	-	-	-
FORESTRY	1	200	7.2	38.0	1	200	7.2	38.0	-	-	-	-
MINING, QUARRYING	2	2,467	6.4	63.6	-	-	-	-	2	2,467	6.4	63.6
TRANSPORTATION	1	1,500	3.3	24.0	1	1,500	3.3	24.0	-	-	-	-
STORAGE	1	830	7.5	32.5	-	-	-	-	1	830	7.5	32.5
COMMUNICATIONS	4	1,805	6.1	29.7	-	-	-	-	4	1,805	6.1	29.7
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	24	16,624	5.0	31.9	-	-	-	-	19	12,134	5.9	37.0
HEALTH, WELFARE SERVICES ..	9	3,404	7.0	45.9	5	4,490	2.7	18.2	9	3,404	7.0	45.9
RECREATIONAL SERVICES	2	460	5.3	38.0	-	-	-	-	2	460	5.3	38.0
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	1	400	2.4	6.5	-	-	-	-	1	400	2.4	6.5
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	10	11,321	7.2	37.7	-	-	-	-	9	7,986	6.9	41.4
PROVINCIAL ADMINISTRATION ..	4	27,900	6.5	24.8	1	3,335	8.0	29.0	4	27,900	6.5	24.8
LOCAL ADMINISTRATION	12	6,473	6.9	38.3	-	-	-	-	12	6,473	6.9	38.3
CONSTRUCTION	3	1,330	8.7	73.5	-	-	-	-	3	1,330	8.7	73.5

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	89	80,387	6.2	31.2		30	19,545	6.6	39.1		9	3,365	4.3	26.2		1	890	3.2	21.2	
ALL INDUSTRIES (EXCL CONST).	87	79,737	6.2	30.9		29	18,865	6.4	37.6		9	3,365	4.3	26.2		1	890	3.2	21.2	
MANUFACTURING	28	12,210	5.7	30.0		18	13,208	6.6	35.1		8	3,165	4.2	25.6		1	890	3.2	21.2	
FOOD, BEVERAGES	4	1,114	6.4	35.6		1	255	7.3	44.0		1	299	8.7	60.0		-	-	-	-	
TOBACCO	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
LEATHER	1	325	4.8	24.0		2	450	5.8	19.8		-	-	-	-		-	-	-	-	
TEXTILES	-	-	-	-		2	1,670	6.8	35.2		1	615	5.0	28.6		-	-	-	-	
KNITTING MILLS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CLOTHING	1	200	7.7	25.0		-	-	-	-		-	-	-	-		-	-	-	-	
WOOD	1	255	4.9	24.0		2	560	7.3	39.0		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	3	1,320	7.3	29.8		1	425	7.3	29.0		-	-	-	-		-	-	-	-	
PAPER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	1	1,299	6.4	37.0		1	230	6.9	24.9		-	-	-	-		-	-	-	-	
PRIMARY METALS	2	1,060	6	3.9		-	-	-	-		-	-	-	-		-	-	-	-	
FABRICATED METALS	4	1,160	4.9	23.1		1	268	4.6	26.0		2	960	3.0	18.3		-	-	-	-	
MACHINERY	1	250	6.6	36.0		-	-	-	-		-	-	-	-		1	890	3.2	21.2	
TRANSPORTATION EQUIP	-	-	-	-		1	600	11.4	50.0		3	991	3.2	21.1		-	-	-	-	
ELECTRICAL PRODUCTS	2	561	7.0	30.0		3	7,400	5.9	33.8		1	300	5.2	23.3		-	-	-	-	
NON-METALLIC MINERALS	3	1,046	6.3	37.9		2	900	7.9	44.7		-	-	-	-		-	-	-	-	
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	3	2,760	5.9	36.5		2	450	6.9	38.6		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	2	860	6.0	26.8		-	-	-	-		-	-	-	-		-	-	-	-	
NON-MANUFACTURING (EXCL CONST)	59	67,527	6.3	31.1		11	5,657	6.0	43.5		1	200	5.5	35.3		-	-	-	-	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		1	200	7.2	38.0		-	-	-	-		-	-	-	-	
TRANSPORTATION	2	2,467	6.4	63.6		-	-	-	-		-	-	-	-		-	-	-	-	
STORAGE	1	1,500	3.3	24.0		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	1	830	7.5	32.5		-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	4	1,805	6.1	29.7		-	-	-	-		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	22	14,321	5.0	30.2		-	-	-	-		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	2	650	5.8	26.9		2	2,303	5.1	42.2		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	1	260	5.1	40.0		7	2,754	7.2	50.4		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		-	-	-	-		1	200	5.5	35.3		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		1	400	2.4	6.5		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	10	11,321	7.2	37.7		-	-	-	-		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	4	27,900	6.5	24.8		-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	12	6,473	6.9	38.3		-	-	-	-		-	-	-	-		-	-	-	-	
CONSTRUCTION	2	650	6.5	68.3		1	680	10.8	78.5		-	-	-	-		-	-	-	-	

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN FIRST QUARTER OF 1978, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	9	10,010	4.7	22.7	7	7,868	5.7	32.7	8	3,165	4.2	25.6	1	890	3.2	21.2
ALL INDUSTRIES (EXCL CONST).	9	10,010	4.7	22.7	7	7,868	5.7	32.7	8	3,165	4.2	25.6	1	890	3.2	21.2
MANUFACTURING	2	685	3.8	19.2	6	7,668	5.6	32.6	8	3,165	4.2	25.6	1	890	3.2	21.2
FOOD, BEVERAGES	-	-	-	-	-	-	-	-	1	299	8.7	60.0	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	1	200	4.7	16.0	-	615	5.0	28.6	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	1	395	4.9	26.0	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	1	290	2.4	10.0	1	268	4.6	26.0	2	960	3.0	18.3	-	890	3.2	21.2
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	-	-	-	-	3	991	3.2	21.1	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	2	6,750	5.6	33.0	1	300	5.2	23.3	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	2	450	6.9	38.6	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	7	9,325	4.7	23.0	1	200	7.2	38.0	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	1	200	7.2	38.0	-	-	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	1	1,500	3.3	24.0	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE ...	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	5	4,490	2.7	18.2	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES ...	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION ...	1	3,335	8.0	29.0	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN FIRST QUARTER OF 1978, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	80	70,377	6.4	32.5		23	11,677	7.2	43.3		1	200	5.5	35.3		-	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	78	69,727	6.4	32.1		22	10,997	6.9	41.1		1	200	5.5	35.3		-	-	-	-	-
MANUFACTURING	26	11,525	5.8	30.6		12	5,540	7.9	38.6		-	-	-	-		-	-	-	-	-
FOOD, BEVERAGES	4	1,114	6.4	35.6		1	255	7.3	44.0		-	-	-	-		-	-	-	-	-
TOBACCO	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
LEATHER	1	325	4.8	24.0		1	250	6.6	23.0		-	-	-	-		-	-	-	-	-
TEXTILES	-	-	-	-		2	1,670	6.8	35.2		-	-	-	-		-	-	-	-	-
KNITTING MILLS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
CLOTHING	1	200	7.7	25.0		-	-	-	-		-	-	-	-		-	-	-	-	-
WOOD	1	255	4.9	24.0		2	560	7.3	39.0		-	-	-	-		-	-	-	-	-
FURNITURE, FIXTURES	2	925	8.3	31.4		1	425	7.3	29.0		-	-	-	-		-	-	-	-	-
PAPER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
PRINTING, PUBLISHING	1	1,299	6.4	37.0		1	230	6.9	24.9		-	-	-	-		-	-	-	-	-
PRIMARY METALS	2	1,060	.6	3.9		-	-	-	-		-	-	-	-		-	-	-	-	-
FABRICATED METALS	3	870	5.7	27.5		-	-	-	-		-	-	-	-		-	-	-	-	-
MACHINERY	1	250	6.6	36.0		-	-	-	-		-	-	-	-		-	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-		1	600	11.4	50.0		-	-	-	-		-	-	-	-	-
ELECTRICAL PRODUCTS	2	561	7.0	30.0		1	650	9.2	43.0		-	-	-	-		-	-	-	-	-
NON-METALLIC MINERALS	3	1,046	6.3	37.9		2	900	7.9	44.7		-	-	-	-		-	-	-	-	-
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
CHEMICALS	3	2,760	5.9	36.5		-	-	-	-		-	-	-	-		-	-	-	-	-
MISCELLANEOUS MFG	2	860	6.0	26.8		-	-	-	-		-	-	-	-		-	-	-	-	-
NON-MANUFACTURING(EXCL CONST	52	58,202	6.5	32.4		10	5,457	6.0	43.8		1	200	5.5	35.3		-	-	-	-	-
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
MINING, QUARRYING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
TRANSPORTATION	2	2,467	6.4	63.6		-	-	-	-		-	-	-	-		-	-	-	-	-
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
COMMUNICATIONS	1	830	7.5	32.5		-	-	-	-		-	-	-	-		-	-	-	-	-
ELECTRIC, GAS, WATER	4	1,805	6.1	29.7		-	-	-	-		-	-	-	-		-	-	-	-	-
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
RETAIL TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
EDUCATION, RELATED SERVICE	17	9,831	6.1	35.7		2	2,303	5.1	42.2		-	-	-	-		-	-	-	-	-
HEALTH, WELFARE SERVICES	2	650	5.8	26.9		7	2,754	7.2	50.4		-	-	-	-		-	-	-	-	-
RECREATIONAL SERVICES	1	260	5.1	40.0		-	-	-	-		1	200	5.5	35.3		-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
PERSONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-		1	400	2.4	6.5		-	-	-	-		-	-	-	-	-
FEDERAL ADMINISTRATION	9	7,986	6.9	41.4		-	-	-	-		-	-	-	-		-	-	-	-	-
PROVINCIAL ADMINISTRATION	4	27,900	6.5	24.8		-	-	-	-		-	-	-	-		-	-	-	-	-
LOCAL ADMINISTRATION	12	6,473	6.9	38.3		-	-	-	-		-	-	-	-		-	-	-	-	-
CONSTRUCTION	2	650	6.5	68.3		1	680	10.8	78.5		-	-	-	-		-	-	-	-	-

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1978,
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

AVERAGE INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
NUMBER OF AGREEMENTS	129	9	80	7	23	8	1	1	-
NUMBER OF EMPLOYEES AFFECTED	104,187	10,010	70,377	7,868	11,677	3,165	200	890	-
AVERAGE PER CENT INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	6.3	4.7	6.4	6.6	7.3	4.5	6.0	5.5	-
SECOND 12 MONTHS OF AGREEMENT ...	5.6	-	1.1	4.7	7.0	4.2	5.6	1.5	-
THIRD 12 MONTHS OF AGREEMENT	3.4	-	-	-	-	3.9	5.4	1.4	-
FOURTH 12 MONTHS OF AGREEMENT ...	4.3	-	-	-	-	-	-	4.3	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	6.2	4.7	6.4	5.7	7.2	4.2	5.5	3.2	-
AVERAGE CENTS-PER-HOUR INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	33.0	22.7	32.5	37.3	43.6	25.9	36.4	35.0	-
SECOND 12 MONTHS OF AGREEMENT ...	34.1	-	6.0	28.2	43.0	25.5	36.3	10.0	-
THIRD 12 MONTHS OF AGREEMENT	22.7	-	-	-	-	25.4	36.4	10.0	-
FOURTH 12 MONTHS OF AGREEMENT ...	30.0	-	-	-	-	-	-	30.0	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	32.5	22.7	32.5	32.7	43.3	25.6	35.3	21.2	-

COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1978,
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	6.3	5.6	3.4	4.3	6.2	1.1	7.0	6.1	-	4.6	4.3	4.0	-	-
ALL INDUSTRIES (EXCL CONST) ..	6.2	5.5	3.4	4.3	6.2	1.1	6.9	6.0	-	4.6	4.3	4.0	-	-
MANUFACTURING	6.0	5.6	3.4	4.3	5.7	1.1	6.8	6.4	-	4.5	4.2	3.9	-	-
FOOD, BEVERAGES	6.4	8.9	10.2	-	6.4	-	5.6	8.9	-	7.1	8.9	10.2	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	5.0	4.5	-	-	-	1.1	4.6	7.0	-	-	-	-	-	-
TEXTILES	6.6	6.3	4.1	-	-	-	6.6	7.0	-	6.6	4.3	4.1	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	7.7	-	-	-	7.7	-	-	-	-	-	-	-	-	-
WOOD	6.4	7.5	-	-	4.9	-	7.1	7.5	-	-	-	-	-	-
FURNITURE, FIXTURES	7.3	7.3	-	-	7.3	-	7.3	7.3	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	6.6	5.8	-	-	6.4	-	8.0	5.8	-	-	-	-	-	-
PRIMARY METALS	1.4	4.2	2.4	-	.6	-	-	-	-	2.3	4.2	2.4	-	-
FABRICATED METALS	5.3	1.8	1.4	4.3	4.9	-	6.2	3.1	-	-	-	-	-	-
MACHINERY	6.6	-	-	-	6.6	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	7.3	5.5	2.8	-	-	-	12.0	10.7	-	-	-	-	-	-
ELECTRICAL PRODUCTS	6.5	5.3	5.3	-	7.0	-	6.6	5.3	-	4.4	2.3	2.8	-	-
NON-METALLIC MINERALS	6.4	9.2	-	-	6.3	-	6.6	9.2	-	4.7	5.6	5.3	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	5.9	7.9	-	-	5.9	-	6.0	7.9	-	-	-	-	-	-
MISCELLANEOUS MFG	6.0	-	-	-	6.0	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	6.3	5.0	5.4	-	6.3	-	7.1	5.0	-	6.0	5.6	5.4	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	10.0	4.4	-	-	-	-	10.0	4.4	-	-	-	-	-	-
TRANSPORTATION	6.4	-	-	-	6.4	-	-	-	-	-	-	-	-	-
STORAGE	3.3	-	-	-	3.3	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	7.5	-	-	-	7.5	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	6.1	-	-	-	6.1	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	5.2	4.2	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	7.8	6.2	-	-	5.0	-	6.1	4.2	-	-	-	-	-	-
RECREATIONAL SERVICES	5.5	5.6	5.4	-	5.1	-	8.3	6.2	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	6.0	5.6	5.4	-	-
PERSONAL SERVICES	3.0	1.8	-	-	-	-	-	1.8	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	3.0	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	7.2	-	-	-	7.2	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	6.5	-	-	-	6.5	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	6.9	-	-	-	6.9	-	-	-	-	-	-	-	-	-
CONSTRUCTION	9.1	10.1	-	-	6.7	-	11.5	10.1	-	-	-	-	-	-

AVERAGE ANNUAL INCREASE			ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	
			AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
IN PER CENT			ALL INDUSTRIES* EXCLUDING CONSTRUCTION					
UNDER	4.9 PER CENT	.....	26	15,898	13	8,069	13	7,829
5.0 -	9.9 PER CENT	.....	97	85,239	12	13,864	85	71,375
10.0 -	14.9 PER CENT	.....	2	830	-	-	2	830
15.0 -	19.9 PER CENT	.....	1	890	-	-	1	890
20.0 -	24.9 PER CENT	.....	-	-	-	-	-	-
25.0 -	29.9 PER CENT	.....	-	-	-	-	-	-
30.0 -	34.9 PER CENT	.....	-	-	-	-	-	-
35.0 -	39.9 PER CENT	.....	-	-	-	-	-	-
40.0 -	44.9 PER CENT	.....	-	-	-	-	-	-
45.0 -	49.9 PER CENT	.....	-	-	-	-	-	-
50.0 PER CENT AND OVER	.....	.....	-	-	-	-	-	-
AVERAGE			6.2		4.9		6.5	
IN CENTS PER HOUR								
UNDER	9.9 CENTS	.....	5	4,975	2	2,575	3	2,400
10.0 -	19.9 CENTS	.....	7	2,849	4	1,450	3	1,399
20.0 -	29.9 CENTS	.....	40	44,649	11	8,534	29	36,115
30.0 -	39.9 CENTS	.....	37	27,837	6	8,225	31	19,612
40.0 -	49.9 CENTS	.....	20	12,667	-	-	20	12,667
50.0 -	59.9 CENTS	.....	10	5,094	1	850	9	4,244
60.0 -	69.9 CENTS	.....	6	3,674	1	299	5	3,375
70.0 -	79.9 CENTS	.....	-	-	-	-	-	-
80.0 -	89.9 CENTS	.....	-	-	-	-	-	-
90.0 -	99.9 CENTS	.....	1	1,112	-	-	1	1,112
100.0 CENTS AND OVER	.....	.....	-	-	-	-	-	-
AVERAGE			32.5		26.7		34.0	
IN PER CENT								
UNDER	4.9 PER CENT	.....	-	-	-	-	-	-
5.0 -	9.9 PER CENT	.....	2	850	-	-	2	650
10.0 -	14.9 PER CENT	.....	1	680	-	-	1	680
15.0 -	19.9 PER CENT	.....	-	-	-	-	-	-
20.0 -	24.9 PER CENT	.....	-	-	-	-	-	-
25.0 -	29.9 PER CENT	.....	-	-	-	-	-	-
30.0 -	34.9 PER CENT	.....	-	-	-	-	-	-
35.0 -	39.9 PER CENT	.....	-	-	-	-	-	-
40.0 -	44.9 PER CENT	.....	-	-	-	-	-	-
45.0 -	49.9 PER CENT	.....	-	-	-	-	-	-
50.0 PER CENT AND OVER	.....	.....	-	-	-	-	-	-
AVERAGE			8.7		-		8.7	
IN CENTS PER HOUR								
UNDER	9.9 CENTS	.....	-	-	-	-	-	-
10.0 -	19.9 CENTS	.....	-	-	-	-	-	-
20.0 -	29.9 CENTS	.....	-	-	-	-	-	-
30.0 -	39.9 CENTS	.....	-	-	-	-	-	-
40.0 -	49.9 CENTS	.....	-	-	-	-	-	-
50.0 -	59.9 CENTS	.....	-	-	-	-	-	-
60.0 -	69.9 CENTS	.....	1	200	-	-	1	200
70.0 -	79.9 CENTS	2	1,130	-	-	2	1,130
80.0 -	89.9 CENTS	-	-	-	-	-	-
90.0 -	99.9 CENTS	-	-	-	-	-	-
100.0 CENTS AND OVER	-	-	-	-	-	-
AVERAGE			73.5		-		73.5	

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Labour

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, SECOND QUARTER 1978



Prepared by

Research Branch

Ontario Ministry of Labour

December 1978

Hon. Robert Elgie, M.D.
Minister

T. E. Armstrong, Q.C.
Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the second quarter of 1978. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available. It should also be noted that some of the settlements may be subject to revision as a result of rulings by the Anti-Inflation Board.

Beginning with the second quarter of 1976, eight new tables have been included in the report - Tables 1 and 6-12, inclusive. Prior to this period the published data related to average annual increases only, that is, the total increases negotiated for the full term of the agreement, reduced to an annual average. This information is now contained in Tables 1-5 and 13 of the expanded report. Tables 6-12 have been added to provide data showing how the total increase is distributed in each 12 month period of the agreement. The additional data have been made possible by the completion of a new computerized processing system.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as follows: one-year - less than 18 months; two-year - 18 to 29 months; three-year - 30 to 41 months; and four-year - 42 to 53 months.

The data in this report were prepared for computer processing by Susan Markell, Kris Krestensen and Carolyn McDonald. For further information on any of the tables, please call Susan Markell, Research Branch, Ontario Ministry of Labour (965-6101).

Highlights

During the second quarter of 1978, 264 agreements covering more than 177,000 employees were negotiated in Ontario for bargaining units of 200 or more employees. In terms of the number of agreements concluded, this represents the heaviest volume of bargaining activity in any quarter since at least 1971; in terms of employees covered, the 1978 second quarter figure has been exceeded only once before, in the corresponding quarter of 1977. Settlements were again heavily concentrated in the non-manufacturing sector, particularly in the education, health, transportation, construction and local administration areas. In manufacturing, the largest number of settlements occurred in the food and beverage and electrical products industries.

The average annual base wage rate increase for all industries combined was 6.3 per cent in the second quarter, compared with 6.2 per cent in the first quarter of 1978. Although the difference between these figures is small, this is the first increase in the quarter-to-quarter data since the third quarter of 1976. In manufacturing the average annual base wage rate increase was 6.6 per cent in the second quarter of 1978, up significantly from the first quarter figure of 5.8 per cent. In non-manufacturing, the two quarterly figures were more closely comparable, 6.3 per cent in the second quarter compared with 6.2 per cent in the first quarter. The increases recorded in the construction industry continue to be relatively volatile, primarily because of the fluctuating number of agreements reached in any given quarter. The 1978 second quarter data includes a number of early settlements in this year's major construction bargaining round; the 5.5 per cent increase for the second quarter is based on fifteen agreements covering 14,000 employees, and thus may be more representative of bargaining trends in the industry than was the first quarter figure of 8.7 per cent, which related to only three agreements.

	<u>Average Annual Increases</u>			
	<u>Second Quarter</u>		<u>First Quarter</u>	
	<u>1978</u>		<u>1978</u>	
	<u>Per</u>	<u>Cents</u>	<u>Per</u>	<u>Cents</u>
	<u>cent</u>	<u>per hour</u>	<u>cent</u>	<u>per hour</u>
All Industries, including construction ..	6.3	37.6	6.2	32.5
Manufacturing	6.6	37.0	5.8	31.5
Non-Manufacturing (excluding construction).	6.3	35.6	6.2	32.1
Construction	5.5	57.2	8.7	73.5

The gap between wage rate increases for contracts with cost-of-living (COLA) clauses and those without COLA clauses narrowed significantly in the second quarter. Agreements with COLA contained average base wage rate increases of 5.8 per cent (up from 4.9 per cent in the first quarter), whilst in agreements without COLA increases averaged

6.4 per cent (down from 6.5 per cent in the previous quarter). The phase-out of anti-inflation controls, which began on April 14, 1978, has not as yet resulted in any significant change in the proportion of agreements containing COLA clauses. In fact, this proportion was only 18.6 per cent in the second quarter of 1978, slightly below the corresponding figures for the two previous quarters and the lowest such figure since the third quarter of 1976. The proportion of employees covered by COLA clauses negotiated in the second quarter was even lower, at 11.9 per cent.

However, there has been a tendency for the average duration of agreements to lengthen; this may be connected to some extent with the phase-out of controls. In the second quarter of 1978, 58 per cent of the major agreements negotiated were for a term of less than 18 months, compared with 69 per cent in the first quarter and 77 per cent for 1977 as a whole. Although 3-year agreements are still relatively infrequent, the proportion of 2-year agreements (i.e. those with a term of 18-29 months) was 34.5 per cent in the second quarter of 1978, the highest figure for the last six quarters.

Tables 6-12 indicate the distribution of base wage rate increases over the duration of the agreement. Increases in the first twelve months of all agreements combined averaged 6.3 per cent, the same as for the second twelve months. Unusually, increases in the second twelve months of 2-year agreements exceeded those in the first twelve months (6.6 per cent, compared with 6.5 per cent). This reversal of the normal distribution of wage increases is particularly marked in 2-year agreements with COLA clauses, where increases in the second twelve months were 7.7 per cent, compared with 6.8 per cent in the first twelve months. The unusual distributional pattern of wage increases may be a temporary phenomenon associated with the phase-out of controls. The "back-end loading" of several 2-year agreements has arisen because of the application of controls to the first year increases only. In the second quarter of 1978, for example, the major brewing industry settlements were of this type and they alone appear to have exerted a significant influence on the yearly distribution of wage increases for all agreements combined.

Finally, Table 13 shows the distribution of average annual base wage rate increases in major agreements negotiated in the second quarter of 1978. Increases were again heavily concentrated in the 5.0-9.9 per cent range (83.3 per cent of agreements), with only 8 agreements of the 264 negotiated having average annual increases in excess of 10 per cent.

TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1978, BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	264	153	91	19	1	-
NUMBER OF EMPLOYEES AFFECTED	177,225	113,722	55,624	7,624	255	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	6.3	6.4	6.6	4.2	4.1	-
AGREEMENTS WITH COL CLAUSE	5.8	5.6	7.0	3.2	4.1	-
AGREEMENTS WITHOUT COL CLAUSE	6.4	6.4	6.4	7.0	-	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	37.6	35.2	44.2	27.1	28.5	-
AGREEMENTS WITH COL CLAUSE	36.5	28.3	45.0	20.0	28.5	-
AGREEMENTS WITHOUT COL CLAUSE	37.8	35.3	43.9	47.4	-	-

TABLE 2
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING
200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1978, BY INDUSTRY

INDUSTRY	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST) ..	264	177,225	6.3	37.6	49	21,124	5.8	36.5	215	156,101	6.4	37.8
ALL INDUSTRIES (EXCL CONST) ..	249	163,215	6.4	36.0	49	21,124	5.8	36.5	200	142,091	6.5	35.9
MANUFACTURING	87	37,506	6.6	37.0	30	12,730	5.7	34.2	57	24,776	7.1	38.4
FOOD, BEVERAGES	17	6,649	7.8	47.4	6	3,323	8.3	56.4	11	3,326	7.3	38.4
TOBACCO	1	301	8.8	55.0	-	-	-	-	1	301	8.8	55.0
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	1	440	6.1	23.5	-	-	-	-	1	440	6.1	23.5
TEXTILES	7	2,722	7.1	31.9	1	254	6.8	28.0	6	2,468	7.1	32.3
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	2	643	9.2	47.4	-	-	-	-	2	643	9.2	47.4
WOOD	3	815	7.2	36.7	-	-	-	-	3	815	7.2	36.7
FURNITURE, FIXTURES	5	1,312	6.8	31.2	3	745	6.2	30.2	2	567	7.7	32.6
PAPER	2	2,840	7.4	50.6	-	-	-	-	2	2,840	7.4	50.6
PRINTING, PUBLISHING	3	2,875	6.9	31.8	-	-	-	-	3	2,875	6.9	31.8
PRIMARY METALS	4	1,675	4.7	27.6	2	550	3.7	25.1	2	1,125	5.1	28.9
FABRICATED METALS	7	1,600	5.3	27.3	4	873	3.8	22.8	3	727	7.2	32.6
MACHINERY	4	1,328	4.8	25.4	2	880	3.7	20.2	2	448	7.0	35.6
TRANSPORTATION EQUIP	5	3,170	4.8	26.4	5	3,170	4.8	26.4	6	2,446	7.2	39.6
ELECTRICAL PRODUCTS	12	4,631	6.4	35.1	6	2,185	5.6	30.1	6	2,460	6.7	44.0
NON-METALLIC MINERALS	7	3,210	5.9	39.2	1	750	3.2	23.3	2	680	6.0	37.6
PETROLEUM, OIL	2	680	6.0	37.6	-	-	-	-	2	680	6.0	37.6
CHEMICALS	1	550	8.6	40.0	-	-	-	-	1	550	8.6	40.0
MISCELLANEOUS MFG	4	2,065	6.8	37.7	-	-	-	-	4	2,065	6.8	37.7
NON-MANUFACTURING (EXCL CONST)	162	125,709	6.3	35.6	19	8,394	6.1	39.9	143	117,315	6.4	35.3
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	7	2,311	5.6	35.3	6	2,101	5.3	32.3	1	210	8.4	64.6
TRANSPORTATION	24	28,245	6.0	32.0	1	645	3.1	18.5	23	27,600	6.1	32.3
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	1	5,750	9.0	28.8	-	-	-	-	1	5,750	9.0	28.8
ELECTRIC, GAS, WATER	4	16,035	5.9	40.0	2	850	7.3	44.8	2	15,185	5.9	39.7
WHOLESALE TRADE	3	855	7.4	44.9	1	300	7.6	43.0	2	555	7.3	46.0
RETAIL TRADE	1	1,400	11.7	91.5	1	1,400	11.7	91.5	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	1	685	6.1	40.0	-	-	-	-	1	685	6.1	40.0
EDUCATION, RELATED SERVICES	44	18,632	6.1	36.2	5	2,165	4.1	25.2	39	16,467	6.3	37.7
HEALTH, WELFARE SERVICES	30	11,238	6.9	35.7	-	-	-	-	30	11,238	6.9	35.7
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	1	410	13.4	87.1	-	-	-	-	1	410	13.4	87.1
PERSONAL SERVICES	2	603	6.4	25.3	-	-	-	-	1	360	9.4	35.0
MISCELLANEOUS SERVICES	15	17,205	6.8	36.0	-	-	-	-	15	17,205	6.8	36.0
FEDERAL ADMINISTRATION	1	3,860	5.6	44.4	-	-	-	-	1	3,860	5.6	44.4
PROVINCIAL ADMINISTRATION	28	18,480	5.6	31.2	2	690	5.3	27.9	26	17,790	5.6	31.4
LOCAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	15	14,010	5.5	57.2	-	-	-	-	15	14,010	5.5	57.2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1978,
BY INDUSTRY AND DURATION OF AGREEMENT

- 5 -

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	153	113,722	6.4	35.2		91	55,624	6.6	44.2		19	7,624	4.2	27.1		1	255	4.1	28.5	
ALL INDUSTRIES (EXCL CONST).	150	112,822	6.4	35.0		79	42,514	6.9	40.2		19	7,624	4.2	27.1		1	255	4.1	28.5	
MANUFACTURING	24	8,833	6.9	34.6		49	22,983	7.0	40.6		13	5,435	4.3	25.7		1	255	4.1	28.5	
FOOD, BEVERAGES	5	1,645	6.3	29.5		11	4,783	8.3	53.7		1	221	8.7	44.6		-	-	-	-	
TOBACCO	-	-	-	-		1	301	8.8	55.0		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
LEATHER	-	-	-	-		1	440	6.1	23.5		-	-	-	-		-	-	-	-	
TEXTILES	2	570	7.5	32.0		4	1,898	7.0	32.4		1	254	6.8	28.0		-	-	-	-	
KNITTING MILLS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		2	643	9.2	47.4		-	-	-	-		-	-	-	-	
WOOD	2	490	7.5	32.5		1	325	6.7	43.0		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		4	1,062	7.0	33.0		1	250	6.0	23.6		-	-	-	-	
PAPER	1	200	11.1	53.0		1	2,640	7.1	50.5		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	2	1,375	7.8	35.4		1	1,500	6.0	28.4		-	-	-	-		-	-	-	-	
PRIMARY METALS	1	500	5.3	34.0		1	625	5.0	24.8		2	550	3.7	25.1		-	-	-	-	
FABRICATED METALS	2	527	7.1	35.7		3	618	5.1	21.9		1	200	3.0	20.3		1	255	4.1	28.5	
MACHINERY	1	218	6.9	41.0		2	640	5.9	29.5		1	470	2.3	12.6		-	-	-	-	
TRANSPORTATION EQUIP	-	-	-	-		3	1,470	6.5	33.7		2	1,700	3.3	20.2		-	-	-	-	
ELECTRICAL PRODUCTS	4	1,738	7.1	37.8		7	2,393	5.8	31.2		1	500	6.8	44.6		-	-	-	-	
NON-METALLIC MINERALS	1	550	4.8	30.0		4	1,570	7.0	47.5		2	1,090	4.8	31.9		-	-	-	-	
PETROLEUM, OIL	2	680	6.0	37.6		-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	-	-	-	-		1	550	8.6	40.0		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	1	340	7.5	32.0		2	1,525	7.2	42.9		1	200	2.7	8.3		-	-	-	-	
NON-MANUFACTURING (EXCL CONST)	126	103,989	6.3	35.0		30	19,531	6.8	39.7		6	2,189	3.9	30.5		-	-	-	-	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	2	710	6.4	33.0		2	762	4.9	32.5		3	839	5.5	39.7		-	-	-	-	
TRANSPORTATION	21	27,100	6.1	31.9		1	645	3.1	18.5		2	500	6.6	57.3		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	1	5,750	9.0	28.8		-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	2	15,185	5.9	39.7		2	850	7.3	44.8		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	2	555	7.3	46.0		1	300	7.6	43.0		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		1	1,400	11.7	91.5		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	1	685	6.1	40.0		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	35	14,420	6.2	37.3		8	3,362	7.0	39.4		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	23	8,466	6.8	31.0		7	2,772	7.2	50.2		1	850	.7	5.5		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	1	410	13.4	87.1		-	-	-	-		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		2	603	6.4	25.3		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	11	9,058	7.3	40.4		4	8,147	6.2	31.1		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	1	3,860	5.6	44.4		-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	26	17,790	5.6	31.4		2	690	5.3	27.9		-	-	-	-		-	-	-	-	
CONSTRUCTION	3	900	7.6	60.0		12	13,110	5.4	57.0		-	-	-	-		-	-	-	-	

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN SECOND QUARTER OF 1978, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	5	2,012	5.6	28.3	31	13,204	7.0	45.0	12	5,653	3.2	20.0	1	255	4.1	28.5
ALL INDUSTRIES (EXCL CONST).	5	2,012	5.6	28.3	31	13,204	7.0	45.0	12	5,653	3.2	20.0	1	255	4.1	28.5
MANUFACTURING	1	680	6.6	29.0	19	7,621	6.8	42.0	9	4,174	3.6	21.2	1	255	4.1	28.5
FOOD, BEVERAGES	1	680	6.6	29.0	5	2,643	8.7	63.4	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	1	254	6.8	28.0	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	2	495	6.2	33.5	1	250	6.0	23.6	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	-	-	-	-	2	418	4.0	20.6	2	550	3.7	25.1	-	-	-	-
MACHINERY	-	-	-	-	1	410	5.3	29.0	1	200	3.0	20.3	1	255	4.1	28.5
TRANSPORTATION EQUIP	-	-	-	-	3	1,470	6.5	33.7	2	1,700	3.3	20.2	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	6	2,185	5.6	30.1	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	1	750	3.2	23.3	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	4	1,332	5.1	27.9	12	5,583	7.3	49.0	3	1,479	2.3	16.6	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	2	710	6.4	33.0	2	762	4.9	32.5	2	629	4.5	31.4	-	-	-	-
TRANSPORTATION	-	-	-	-	1	645	3.1	18.5	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	2	850	7.3	44.8	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	1	300	7.6	43.0	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	1	1,400	11.7	91.5	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	2	622	3.5	22.1	2	693	8.7	52.0	1	850	.7	5.5	-	-	-	-
HEALTH, WELFARE SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	1	243	2.0	11.0	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	-	-	-	-	2	690	5.3	27.9	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	148	111,710	6.4	35.3		60	42,420	6.4	43.9		7	1,971	7.0	47.4		-	-	-	-	
ALL INDUSTRIES (EXCL CONST).	145	110,810	6.4	35.1		48	29,310	6.9	38.1		7	1,971	7.0	47.4		-	-	-	-	
MANUFACTURING	23	8,153	6.9	35.0		30	15,362	7.2	40.0		4	1,261	6.9	40.6		-	-	-	-	
FOOD, BEVERAGES	4	965	6.1	29.9		6	2,140	7.7	41.6		1	221	8.7	44.6		-	-	-	-	
TOBACCO	-	-	-	-		1	301	8.8	55.0		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
LEATHER	-	-	-	-		1	440	6.1	23.5		-	-	-	-		-	-	-	-	
TEXTILES	2	570	7.5	32.0		4	1,898	7.0	32.4		-	-	-	-		-	-	-	-	
KNITTING MILLS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		2	643	9.2	47.4		-	-	-	-		-	-	-	-	
WOOD	2	490	7.5	32.5		1	325	6.7	43.0		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		2	567	7.7	32.6		-	-	-	-		-	-	-	-	
PAPER	1	200	11.1	53.0		1	2,640	7.1	50.5		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	2	1,375	7.8	35.4		1	1,500	6.0	28.4		-	-	-	-		-	-	-	-	
PRIMARY METALS	1	500	5.3	34.0		1	625	5.0	24.8		-	-	-	-		-	-	-	-	
FABRICATED METALS	2	527	7.1	35.7		1	200	7.5	24.5		-	-	-	-		-	-	-	-	
MACHINERY	1	218	6.9	41.0		1	230	7.0	30.5		-	-	-	-		-	-	-	-	
TRANSPORTATION EQUIP	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRICAL PRODUCTS	4	1,738	7.1	37.8		1	208	7.9	42.5		1	500	6.8	44.6		-	-	-	-	
NON-METALLIC MINERALS	1	550	4.8	30.0		4	1,570	7.0	47.5		1	340	8.2	51.0		-	-	-	-	
PETROLEUM, OIL	2	680	6.0	37.6		-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	-	-	-	-		1	550	8.6	40.0		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	1	340	7.5	32.0		2	1,525	7.2	42.9		1	200	2.7	8.3		-	-	-	-	
NON-MANUFACTURING (EXCL CONST)	122	102,657	6.3	35.1		18	13,948	6.6	36.0		3	710	7.1	59.5		-	-	-	-	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		-	-	-	-		1	210	8.4	64.6		-	-	-	-	
TRANSPORTATION	21	27,100	6.1	31.9		-	-	-	-		2	500	6.6	57.3		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	1	5,750	9.0	28.8		-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	2	15,185	5.9	39.7		-	-	-	-		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	2	555	7.3	46.0		-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE ...	1	685	6.1	40.0		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	33	13,798	6.3	38.0		6	2,669	6.6	36.1		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES .	23	8,466	6.8	31.0		7	2,772	7.2	50.2		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	1	410	13.4	87.1		-	-	-	-		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		1	360	9.4	35.0		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES ...	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION ...	11	9,058	7.3	40.4		-	-	-	-		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	1	3,860	5.6	44.4		4	8,147	6.2	31.1		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	26	17,790	5.6	31.4		-	-	-	-		-	-	-	-		-	-	-	-	
CONSTRUCTION	3	900	7.6	60.0		12	13,110	5.4	57.0		-	-	-	-		-	-	-	-	

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1978,
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

AVERAGE INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
NUMBER OF AGREEMENTS	264	5	148	31	60	12	7	1	-
NUMBER OF EMPLOYEES AFFECTED	177,225	2,012	111,710	13,204	42,420	5,653	1,971	255	-
AVERAGE PER CENT INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	6.3	5.6	6.4	6.8	6.4	3.8	6.5	9.0	-
SECOND 12 MONTHS OF AGREEMENT	6.3	-	-	7.7	6.3	3.1	7.3	2.9	-
THIRD 12 MONTHS OF AGREEMENT	4.6	-	-	-	-	3.4	7.2	4.8	-
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	6.3	5.6	6.4	7.0	6.4	3.2	7.0	4.1	-
AVERAGE CENTS-PER-HOUR INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	36.7	28.3	35.3	40.0	41.4	22.8	38.2	58.3	-
SECOND 12 MONTHS OF AGREEMENT	44.8	-	-	52.6	45.8	19.4	50.4	21.0	-
THIRD 12 MONTHS OF AGREEMENT	31.3	-	-	-	-	21.1	53.5	34.8	-
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	37.6	28.3	35.3	45.0	43.9	20.0	47.4	28.5	-

TABLE 8

BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECND 12MOS	THIRD 12MOS	FOURT 12MOS	FIRST 12MOS	SECND 12MOS	FIRST 12MOS	SECND 12MOS	FIRST 12MOS	SECND 12MOS	THIRD 12MOS	FOURT 12MOS	FIRST 12MOS	SECND 12MOS	THIRD 12MOS	FOURT 12MOS
ALL INDUSTRIES (INCL CONST) ..	5.9	6.2	3.5	-	5.6	-	6.8	7.7	-	3.8	3.1	3.4	-	9.0	2.9	4.8
ALL INDUSTRIES (EXCL CONST) ..	5.9	6.2	3.5	-	5.6	-	6.8	7.7	-	3.8	3.1	3.4	-	9.0	2.9	4.8
MANUFACTURING	5.8	5.7	3.5	-	6.6	-	6.7	7.0	-	3.8	3.5	3.4	-	9.0	2.9	4.8
FOOD, BEVERAGES	6.4	11.2	-	-	6.6	-	6.4	11.2	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	5.2	7.9	7.3	-	-	-	-	-	-	5.2	7.9	7.3	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	6.1	6.2	6.0	-	-	-	6.4	6.1	-	5.7	6.4	6.0	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	5.1	3.0	3.0	-	-	-	-	-	-	5.1	3.0	3.0	-	-	-	-
FABRICATED METALS	5.0	3.6	4.0	-	-	-	3.6	4.3	-	3.0	2.9	3.0	-	9.0	2.9	4.8
MACHINERY	4.3	3.2	2.1	-	-	-	6.2	4.4	-	2.6	2.1	2.1	-	-	-	-
TRANSPORTATION EQUIP	5.4	4.2	3.2	-	-	-	7.7	5.3	-	3.4	3.3	3.2	-	-	-	-
ELECTRICAL PRODUCTS	7.0	4.1	-	-	-	-	7.0	4.1	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	3.9	2.9	2.9	-	-	-	-	-	-	3.9	2.9	2.9	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING(EXCL CONST)	6.1	7.2	3.1	-	5.1	-	7.0	8.7	-	3.6	2.2	3.1	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	6.6	3.6	3.1	-	6.4	-	6.2	3.6	-	7.4	3.7	3.1	-	-	-	-
TRANSPORTATION	6.4	-	-	-	-	-	6.4	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	6.7	8.0	-	-	-	-	6.7	8.0	-	-	-	-	-	-	-	-
WHOLESALE TRADE	9.4	5.9	-	-	-	-	9.4	5.9	-	-	-	-	-	-	-	-
RETAIL TRADE	6.6	17.1	-	-	-	-	6.6	17.1	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	4.5	4.1	-	-	3.5	-	9.9	7.8	-	.8	1.0	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	2.0	2.0	-	-	-	-	2.0	2.0	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	7.5	3.1	-	-	-	-	7.5	3.1	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 10

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
 COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1978,
 BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST)...	36.7	44.8	31.3	-	35.2	-	41.1	47.3	-	26.8	27.4	31.1	-	58.3	21.0	34.8	-	-	-	-
ALL INDUSTRIES (EXCL CONST)...	35.8	39.2	31.3	-	35.0	-	39.4	41.5	-	26.8	27.4	31.1	-	58.3	21.0	34.8	-	-	-	-
MANUFACTURING	37.4	37.4	26.3	-	34.6	-	40.7	40.7	-	26.8	24.4	25.9	-	58.3	21.0	34.8	-	-	-	-
FOOD, BEVERAGES	40.1	69.9	45.0	-	29.5	-	43.7	71.1	-	43.0	46.0	45.0	-	-	-	-	-	-	-	-
TOBACCO	46.0	64.0	-	-	-	-	46.0	64.0	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	15.0	32.0	-	-	-	-	15.0	32.0	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	35.0	27.5	32.0	-	32.0	-	37.8	27.0	-	20.0	32.0	32.0	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	45.3	43.3	-	-	-	-	45.3	43.3	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	37.9	40.0	-	-	32.5	-	46.0	40.0	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	29.5	32.7	25.0	-	-	-	31.5	34.6	-	21.0	25.0	25.0	-	-	-	-	-	-	-	-
PAPER	57.6	43.0	-	-	53.0	-	58.0	43.0	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	31.5	14.8	21.4	-	35.4	-	27.9	14.8	-	-	-	21.4	-	-	-	-	-	-	-	-
PRIMARY METALS	34.1	23.0	28.7	-	34.0	-	35.0	25.0	-	20.0	20.0	21.0	-	58.3	21.0	34.8	-	-	-	-
FABRICATED METALS	30.7	23.2	28.7	-	35.7	-	18.5	25.3	-	14.0	12.0	12.0	-	-	-	-	-	-	-	-
MACHINERY	26.2	21.7	12.0	-	41.0	-	30.1	28.9	-	19.4	20.5	20.5	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	28.3	24.4	20.5	-	28.3	-	38.5	28.9	-	44.0	40.0	50.0	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	37.8	28.2	50.0	-	37.8	-	36.5	25.8	-	36.0	28.8	31.0	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	40.9	39.4	31.0	-	30.0	-	48.2	46.8	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	37.6	-	-	-	37.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	40.0	40.0	-	-	40.0	-	40.0	40.0	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	39.3	37.3	5.0	-	32.0	-	44.2	41.5	-	15.0	5.0	5.0	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	35.3	41.7	61.6	-	35.0	-	37.9	42.5	-	26.6	34.9	61.6	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	41.4	31.8	46.5	-	33.0	-	40.1	25.0	-	49.6	38.1	46.5	-	-	-	-	-	-	-	-
TRANSPORTATION	31.8	75.0	75.0	-	31.9	-	37.0	-	-	22.0	75.0	75.0	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	28.8	-	-	-	28.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	39.7	50.2	-	-	39.7	-	39.4	50.2	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	47.7	35.0	-	-	46.0	-	51.0	35.0	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	49.0	134.0	-	-	-	-	49.0	134.0	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	40.0	-	-	-	40.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	36.7	32.5	-	-	37.3	-	41.7	39.3	-	6.7	8.2	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	37.1	44.8	-	-	31.0	-	55.5	44.8	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	87.1	-	-	-	87.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	22.3	28.3	-	-	-	-	22.3	28.3	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	34.8	31.5	-	-	40.4	-	28.7	31.5	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	44.4	-	-	-	44.4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	31.6	17.5	-	-	31.4	-	38.3	17.5	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	47.4	65.7	-	-	60.0	-	46.5	65.7	-	-	-	-	-	-	-	-	-	-	-	-

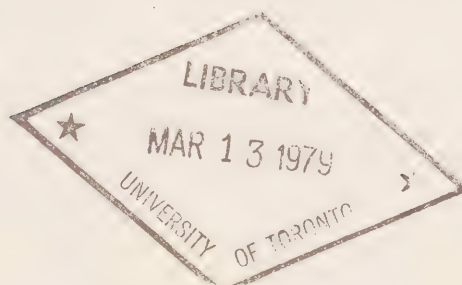
AVERAGE ANNUAL INCREASE			ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	
IN PER CENT			AGTS	EMPLS	AGTS	EMPLS	AGTS	EMPLS
ALL INDUSTRIES, EXCLUDING CONSTRUCTION								
UNDER	4.9 PER CENT	.....	30	12,238	17	7,586	13	4,652
5.0 -	9.9 PER CENT	.....	211	147,071	28	10,865	183	136,206
10.0 -	14.9 PER CENT	.....	8	3,906	4	2,673	4	1,233
15.0 -	19.9 PER CENT	.....	-	-	-	-	-	-
20.0 -	24.9 PER CENT	.....	-	-	-	-	-	-
25.0 -	29.9 PER CENT	.....	-	-	-	-	-	-
30.0 -	34.9 PER CENT	.....	-	-	-	-	-	-
35.0 -	39.9 PER CENT	.....	-	-	-	-	-	-
40.0 -	44.9 PER CENT	.....	-	-	-	-	-	-
45.0 -	49.9 PER CENT	.....	-	-	-	-	-	-
50.0 PER CENT AND OVER	.....	.....	-	-	-	-	-	-
AVERAGE			6.3		5.8		6.4	
UNDER	9.9 CENTS	.....	4	1,522	2	1,050	2	472
10.0 -	19.9 CENTS	.....	11	5,178	5	3,198	6	1,980
20.0 -	29.9 CENTS	.....	57	41,993	16	5,258	41	36,735
30.0 -	39.9 CENTS	.....	106	61,606	17	6,408	89	55,198
40.0 -	49.9 CENTS	.....	35	33,285	3	1,660	32	31,625
50.0 -	59.9 CENTS	.....	26	14,873	1	425	25	14,448
60.0 -	69.9 CENTS	.....	3	1,012	1	452	2	560
70.0 -	79.9 CENTS	.....	2	663	-	-	2	663
80.0 -	89.9 CENTS	.....	1	410	-	-	1	410
90.0 -	99.9 CENTS	.....	4	2,673	4	2,673	-	-
100.0 CENTS AND OVER	.....	.....	-	-	-	-	-	-
AVERAGE			37.6		36.5		37.8	
CONSTRUCTION								
UNDER	4.9 PER CENT	.....	6	4,600	-	-	6	4,600
5.0 -	9.9 PER CENT	.....	9	9,410	-	-	9	9,410
10.0 -	14.9 PER CENT	.....	-	-	-	-	-	-
15.0 -	19.9 PER CENT	.....	-	-	-	-	-	-
20.0 -	24.9 PER CENT	.....	-	-	-	-	-	-
25.0 -	29.9 PER CENT	.....	-	-	-	-	-	-
30.0 -	34.9 PER CENT	.....	-	-	-	-	-	-
35.0 -	39.9 PER CENT	.....	-	-	-	-	-	-
40.0 -	44.9 PER CENT	.....	-	-	-	-	-	-
45.0 -	49.9 PER CENT	.....	-	-	-	-	-	-
50.0 PER CENT AND OVER	.....	.....	-	-	-	-	-	-
AVERAGE			5.5		-		5.5	
CONSTRUCTION								
UNDER	9.9 CENTS	.....	-	-	-	-	-	-
10.0 -	19.9 CENTS	.....	-	-	-	-	-	-
20.0 -	29.9 CENTS	.....	-	-	-	-	-	-
30.0 -	39.9 CENTS	.....	2	3,500	-	-	2	3,500
40.0 -	49.9 CENTS	.....	3	800	-	-	3	800
50.0 -	59.9 CENTS	.....	3	1,610	-	-	3	1,610
60.0 -	69.9 CENTS	.....	6	6,900	-	-	6	6,900
70.0 -	79.9 CENTS	.....	1	1,200	-	-	1	1,200
80.0 -	89.9 CENTS	.....	-	-	-	-	-	-
90.0 -	99.9 CENTS	.....	-	-	-	-	-	-
100.0 CENTS AND OVER	.....	.....	-	-	-	-	-	-
AVERAGE			57.2		-		57.2	



Ontario
Ministry of
Labour

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, THIRD QUARTER 1978

Prepared by
Research Branch
Ontario Ministry of Labour
March 1979



Hon. Robert Elgie, M.D.
Minister

T. E. Armstrong, Q.C.
Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the third quarter of 1978. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available. It should also be noted that some of the settlements may be subject to revision as a result of rulings by the Anti-Inflation Board.

Beginning with the second quarter of 1976, eight new tables have been included in the report - Tables 1 and 6-12, inclusive. Prior to this period the published data related to average annual increases only, that is, the total increases negotiated for the full term of the agreement, reduced to an annual average. This information is now contained in Tables 1-5 and 13 of the expanded report. Tables 6-12 have been added to provide data showing how the total increase is distributed in each 12 month period of the agreement. The additional data have been made possible by the completion of a new computerized processing system.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as follows: one-year - less than 18 months; two-year - 18 to 29 months; three-year - 30 to 41 months; and four year - 42 to 53 months.

The data in this report were prepared for computer processing by Susan Markell, Kris Krestensen and Carolyn McDonald. For further information on any of the tables, please call Susan Markell, Research Branch, Ontario Ministry of Labour (965-6101).

Toronto
March 1, 1979

Highlights

During the third quarter of 1978, 211 agreements covering more than 210,000 employees were negotiated in Ontario for bargaining units of 200 or more employees. The majority of agreements concluded and employees covered were in the non-manufacturing sector, particularly in education, retail trade and federal administration. In manufacturing, more than half of the employees affected by settlements were in two industries, namely primary metals and paper.

The average annual base wage rate increase for all industries combined was 6.8 per cent in the third quarter, compared with 6.3 per cent in the second quarter of 1978. In retrospect, it appears that negotiated increases in base wage rates may have reached a low point, at 6.2 per cent, in the first quarter of the year following six successive quarterly declines. In manufacturing, the average annual base wage rate increase was 5.5 per cent in the third quarter of 1978, down significantly from the previous quarter's figure of 6.6 per cent. However, this reduction was largely attributable to an increase in the incidence of cost-of-living (COLA) clauses in collective agreements in this sector, and as such it may not truly represent a downturn in the underlying trend of settlements in manufacturing. In the non-manufacturing sector, base wage rate increases in the third quarter rose to 7.3 per cent from 6.3 per cent in the previous quarter. Construction industry increases averaged 6.5 per cent, compared with 5.5 per cent in the second quarter.

Average Annual Increases

	<u>Third Quarter</u>		<u>Second Quarter</u>	
	<u>1978</u>		<u>1978</u>	
	<u>Per</u>	<u>Cents</u>	<u>Per</u>	<u>Cents</u>
	<u>cent</u>	<u>per hour</u>	<u>cent</u>	<u>per hour</u>
All Industries, including construction	6.8	38.9	6.3	37.6
Manufacturing	5.5	33.4	6.6	37.0
Non-manufacturing (excluding construction)	7.3	40.6	6.3	35.6
Construction	6.5	61.5	5.5	57.2

In the third quarter of 1978, just under 20 per cent of the agreements negotiated contained COLA clauses. The proportion of employees covered by such clauses was similar. Contrary to expectations, both figures remain below those recorded during the controls period. The proportion of manufacturing sector employees covered by COLA clauses increased quite considerably, although this appears for

the most part to be a statistical aberration connected with the dominant influence of the primary metals sector on the overall manufacturing figures for the third quarter. However, as explained above, the shift towards COLA clauses in this sector was largely responsible for the overall reduction in manufacturing sector wage increases. In fact, a closer examination of the data in Table 2 reveals that the average annual base wage rate increase in manufacturing agreements without a COLA clause was 8 per cent, significantly in excess of the 7.1 per cent recorded in the second quarter and the highest quarterly increase since the second quarter of 1977. COLA clauses have traditionally been much less common in non-manufacturing than in manufacturing agreements, and this remained the case in the third quarter, although, unusually, non-manufacturing agreements with COLA clauses contained a higher average wage increase (exclusive of the COLA increase itself) than those without COLA.

Table 3 reveals a dramatic shift in contract duration, with one-year agreements representing less than 30 per cent of the total and two-year agreements more than 56 per cent. The corresponding figures for the second quarter were 58 per cent and 34 per cent, respectively. The last occasion on which two-year agreements outnumbered one-year agreements was exactly two years ago, in the third quarter of 1976. The increased popularity of two-year agreements relative to shorter-term contracts is probably associated to some degree with the removal of wage and price controls, although it is perhaps unlikely that the proportion of two-year agreements will remain at the high third quarter level, at least in the near future.

Tables 6-12 show the distribution of base wage rate increases over the duration of the agreement. Increases in the first twelve months of all agreements combined averaged 7.2 per cent, compared with 6.5 per cent in the second twelve months. First year increases in two-year agreements were even higher at 8.7 per cent, with agreements in several industries providing average first year increases in excess of 10 per cent. The 8.7 per cent figure in particular represents a considerable change over the corresponding second quarter figure of 6.4 per cent, providing further evidence of the upward trend in wage settlements.

Finally, Table 13 shows the distribution of average annual base wage rate increases in major agreements negotiated in the third quarter of 1978. Increases were again heavily concentrated in the 5.0-9.9 per cent range (72 per cent of agreements), although 18 agreements (8.5 per cent of the total) contained increases averaging 10 per cent or more per annum.

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING
 AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
 IN THIRD QUARTER OF 1978, BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	211	62	120	28	1	-
NUMBER OF EMPLOYEES AFFECTED	210,570	63,257	115,394	31,119	800	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	6.8	6.1	8.2	3.1	3.0	-
AGREEMENTS WITH COL CLAUSE	4.4	4.7	8.7	2.5	-	-
AGREEMENTS WITHOUT COL CLAUSE	7.4	6.2	8.1	6.3	3.0	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	38.9	33.9	47.6	17.9	8.5	-
AGREEMENTS WITH COL CLAUSE	28.0	31.1	54.4	16.4	-	-
AGREEMENTS WITHOUT COL CLAUSE	41.6	34.1	46.8	26.8	8.5	-

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING
200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1978, BY INDUSTRY

INDUSTRY	ALL AGREEMENTS			AGREEMENTS WITH COST-OF-LIVING CLAUSE			AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE					
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST)...	211	210,570	6.8	38.9	42	41,636	4.4	28.0	169	168,934	7.4	41.6
ALL INDUSTRIES (EXCL CONST)...	201	205,418	6.8	38.4	42	41,636	4.4	28.0	159	163,782	7.4	41.0
MANUFACTURING	89	63,235	5.5	33.4	29	31,790	3.0	19.1	60	31,445	8.0	47.8
FOOD, BEVERAGES	8	7,843	8.5	56.5	1	700	3.3	19.0	7	7,143	9.0	60.2
TOBACCO	1	755	8.0	54.7	-	-	-	-	1	755	8.0	54.7
RUBBER, PLASTICS	3	1,230	5.0	27.3	2	980	4.4	24.6	1	250	7.4	38.0
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	6	2,131	7.8	37.0	1	300	6.4	28.5	5	1,831	8.1	38.4
KNITTING MILLS	1	250	8.4	29.0	-	-	-	-	1	250	8.4	29.0
CLOTHING	2	2,150	9.0	30.4	-	-	-	-	2	2,150	9.0	30.4
WOOD	2	556	9.6	56.7	-	-	-	-	2	556	9.6	56.7
FURNITURE, FIXTURES	2	510	10.3	45.2	-	-	-	-	2	510	10.3	45.2
PAPER	21	11,143	6.6	46.3	-	-	-	-	21	11,143	6.6	46.3
PRINTING, PUBLISHING	2	741	7.3	54.5	-	-	-	-	2	741	7.3	54.5
PRIMARY METALS	8	21,130	2.2	14.5	7	20,820	2.0	13.7	1	310	11.4	64.2
FABRICATED METALS	9	3,655	5.1	28.0	7	2,475	4.0	20.4	2	1,180	7.3	44.0
MACHINERY	4	1,380	9.0	56.4	3	1,180	8.9	57.9	1	200	9.6	47.5
TRANSPORTATION EQUIP	6	3,250	5.6	32.8	3	2,000	4.2	26.3	3	1,250	8.0	43.1
ELECTRICAL PRODUCTS	5	3,620	5.5	30.9	4	3,120	5.0	29.1	1	500	9.1	42.0
NON-METALLIC MINERALS	3	710	8.7	54.7	1	215	8.1	60.5	2	495	9.0	52.2
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	3	915	9.1	44.9	-	-	-	-	3	915	9.1	44.9
MISCELLANEOUS MFG	3	1,266	8.6	37.0	-	-	-	-	3	1,266	8.6	37.0
NON-MANUFACTURING (EXCL CONST)	112	142,183	7.3	40.6	13	9,846	8.8	56.9	99	132,337	7.2	39.4
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	4	1,567	4.9	30.1	3	1,112	3.8	26.1	1	455	7.8	40.0
TRANSPORTATION	4	2,837	8.3	47.4	1	350	7.0	50.0	3	2,487	8.5	47.1
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	6	3,855	7.3	32.8	-	-	-	-	6	3,855	7.3	32.8
ELECTRIC, GAS, WATER	5	1,659	6.9	45.4	2	459	4.7	31.9	3	1,200	7.8	50.6
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	9	23,534	11.0	71.9	3	6,000	11.5	74.1	6	17,534	10.8	71.2
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	29	23,020	5.2	34.4	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	15	4,778	6.5	37.0	1	575	6.0	53.9	28	22,445	5.2	33.9
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	15	4,778	6.5	37.0
MANAGEMENT SERVICES	4	1,620	6.1	30.7	-	-	-	-	-	-	-	-
PERSONAL SERVICES	11	4,711	5.6	17.5	-	-	-	-	4	1,620	6.1	30.7
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	10	4,311	5.6	17.6
FEDERAL ADMINISTRATION	13	52,414	7.6	34.4	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	1	9,055	5.9	29.8	-	-	-	-	13	52,414	7.6	34.4
LOCAL ADMINISTRATION	11	13,133	5.9	39.5	-	-	-	-	1	9,055	5.9	29.8
					2	950	3.4	18.1	9	12,183	6.1	41.2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1978,
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	62	63,257	6.1	33.9		120	115,394	8.2	47.6		28	31,119	3.1	17.9		1	800	3.0	8.5	
ALL INDUSTRIES (EXCL CONST).	60	62,775	6.1	33.9		112	110,724	8.2	46.9		28	31,119	3.1	17.9		1	800	3.0	8.5	
MANUFACTURING	7	2,937	7.0	40.0		65	33,684	7.6	45.7		17	26,614	2.7	17.1		-	-	-	-	
FOOD, BEVERAGES	-	-	-	-		8	7,843	8.5	56.5		-	-	-	-		-	-	-	-	
TORACCO	-	-	-	-		1	755	8.0	54.7		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		1	250	7.4	38.0		2	980	4.4	24.6		-	-	-	-	
LEATHER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TEXTILES	-	-	-	-		6	2,131	7.8	37.0		-	-	-	-		-	-	-	-	
KNITTING MILLS	-	-	-	-		1	250	8.4	29.0		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		2	2,150	9.0	30.4		-	-	-	-		-	-	-	-	
WOOD	-	-	-	-		2	556	9.6	56.7		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		2	510	10.3	45.2		-	-	-	-		-	-	-	-	
PAPER	-	-	-	-		21	11,143	6.6	46.3		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	1	201	9.8	40.0		1	540	6.4	60.0		-	-	-	-		-	-	-	-	
PRIMARY METALS	1	750	1.6	10.0		3	730	7.7	44.8		4	19,650	2.0	13.5		-	-	-	-	
FABRICATED METALS	-	-	-	-		3	1,055	8.4	38.8		6	2,600	3.7	23.6		-	-	-	-	
MACHINERY	1	750	9.1	65.0		2	416	8.4	43.3		1	214	10.0	51.6		-	-	-	-	
TRANSPORTATION EQUIP	1	200	6.0	30.0		3	2,000	5.8	34.2		2	1,050	5.2	30.7		-	-	-	-	
ELECTRICAL PRODUCTS	1	500	9.1	42.0		2	1,000	5.2	29.7		2	2,120	4.9	28.8		-	-	-	-	
NON-METALLIC MINERALS	-	-	-	-		3	710	8.7	54.7		-	-	-	-		-	-	-	-	
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	1	300	11.7	62.0		2	615	7.8	36.6		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	1	236	6.0	33.0		12	1,030	9.2	37.9		-	-	-	-		-	-	-	-	
NON-MANUFACTURING (EXCL CONST)	53	59,838	6.1	33.6		47	77,040	8.5	47.4		11	4,505	5.5	22.4		1	800	3.0	8.5	
FURESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	1	455	7.8	40.0		1	212	7.0	42.4		2	900	3.0	22.3		-	-	-	-	
TRANSPORTATION	1	525	8.8	35.0		3	2,312	8.2	50.2		-	-	-	-		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	2	1,390	7.1	33.5		4	2,465	7.4	32.4		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	2	521	4.1	25.6		3	1,138	8.2	54.5		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		9	23,534	11.0	71.9		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	23	14,713	5.0	31.3		6	8,307	5.4	39.9		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	5	1,625	5.7	24.8		10	3,153	6.9	43.4		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		4	1,620	6.1	30.7		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	1	400	4.9	16.4		1	350	7.8	28.5		8	3,161	6.0	18.7		1	800	3.0	8.5	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	7	18,331	7.0	34.2		5	33,639	7.9	34.3		1	444	6.5	49.4		-	-	-	-	
PROVINCIAL ADMINISTRATION	1	9,055	5.9	29.8		-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	10	12,823	5.9	39.6		1	310	7.4	35.0		-	-	-	-		-	-	-	-	
CONSTRUCTION	2	482	5.7	43.7		8	4,670	6.6	63.3		-	-	-	-		-	-	-	-	

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN THIRD QUARTER OF 1978, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	7	3,641	4.7	31.1	17	11,331	8.7	54.4	18	26,664	2.5	16.4	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	7	3,641	4.7	31.1	17	11,331	8.7	54.4	18	26,664	2.5	16.4	-	-	-	-
MANUFACTURING	2	1,500	5.4	37.5	11	4,526	5.3	29.5	16	25,764	2.5	16.2	-	-	-	-
FOOD, BEVERAGES	-	-	-	-	1	700	3.3	19.0	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	2	980	4.4	24.6	-	-	-	-
LEATHER	-	-	-	-	1	300	6.4	28.5	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	1	750	1.6	10.0	2	420	5.0	30.6	4	19,650	2.0	13.5	-	-	-	-
FABRICATED METALS	-	-	-	-	2	725	9.0	37.5	5	1,750	1.9	13.3	-	-	-	-
MACHINERY	1	750	9.1	65.0	1	216	7.2	39.5	1	214	10.0	51.6	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	1	950	3.0	21.5	2	1,050	5.2	30.7	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	2	1,000	5.2	29.7	2	2,120	4.9	28.8	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	1	215	8.1	60.5	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING(EXCL CONST)	5	2,141	4.2	26.6	6	6,805	11.0	71.0	2	900	3.0	22.3	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	1	212	7.0	42.4	2	900	3.0	22.3	-	-	-	-
TRANSPORTATION	-	-	-	-	1	350	7.0	50.0	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	1	216	1.6	11.0	1	243	7.4	50.5	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	3	6,000	11.5	74.1	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	1	575	6.0	53.9	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	1	400	4.9	16.4	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	2	950	3.4	18.1	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

GENERAL ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN THIRD QUARTER OF 1978, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	55	59,616	6.2	34.1		103	104,063	8.1	46.8		10	4,455	6.3	26.8		1	800	3.0	8.5	
ALL INDUSTRIES (EXCL CONST).	53	59,134	6.2	34.0		95	99,393	8.2	46.0		10	4,455	6.3	26.8		1	800	3.0	8.5	
MANUFACTURING	5	1,437	8.8	42.7		54	29,158	7.9	48.2		1	850	7.4	45.0		-	-	-	-	
FOOD, BEVERAGES	-	-	-	-		7	7,143	9.0	60.2		-	-	-	-		-	-	-	-	
TOBACCO	-	-	-	-		1	755	8.0	54.7		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		1	250	7.4	38.0		-	-	-	-		-	-	-	-	
LEATHER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TEXTILES	-	-	-	-		5	1,831	8.1	38.4		-	-	-	-		-	-	-	-	
KNITTING MILLS	-	-	-	-		1	250	8.4	29.0		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		2	2,150	9.0	30.4		-	-	-	-		-	-	-	-	
WOOD	-	-	-	-		2	556	9.6	56.7		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		2	510	10.3	45.2		-	-	-	-		-	-	-	-	
PAPER	-	-	-	-		21	11,143	6.6	46.3		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	1	201	9.8	40.0		1	540	6.4	60.0		-	-	-	-		-	-	-	-	
PRIMARY METALS	-	-	-	-		1	310	11.4	64.2		-	-	-	-		-	-	-	-	
FABRICATED METALS	-	-	-	-		1	330	7.2	41.5		1	850	7.4	45.0		-	-	-	-	
MACHINERY	-	-	-	-		1	200	9.6	47.5		-	-	-	-		-	-	-	-	
TRANSPORTATION EQUIP	1	200	6.0	30.0		2	1,050	8.4	45.7		-	-	-	-		-	-	-	-	
ELECTRICAL PRODUCTS	1	500	9.1	42.0		-	-	-	-		-	-	-	-		-	-	-	-	
NON-METALLIC MINERALS	-	-	-	-		2	495	9.0	52.2		-	-	-	-		-	-	-	-	
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	1	300	11.7	62.0		2	615	7.8	36.6		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	1	236	6.0	33.0		2	1,030	9.2	37.9		-	-	-	-		-	-	-	-	
NON-MANUFACTURING (EXCL CONST)	48	57,697	6.1	33.8		41	70,235	8.3	45.1		9	3,605	6.1	22.5		1	800	3.0	8.5	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	1	455	7.8	40.0		-	-	-	-		-	-	-	-		-	-	-	-	
TRANSPORTATION	1	525	8.8	35.0		2	1,962	8.4	50.3		-	-	-	-		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	2	1,390	7.1	33.5		4	2,465	7.4	32.4		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	1	305	5.9	36.0		2	895	8.5	55.6		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		6	17,534	10.8	71.2		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE ...	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	22	14,138	5.0	30.4		6	8,307	5.4	39.9		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES .	5	1,625	5.7	24.8		10	3,153	6.9	43.4		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		4	1,620	6.1	30.7		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		1	350	7.8	28.5		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES ...	-	-	-	-		-	-	-	-		8	3,161	6.0	18.7		1	800	3.0	8.5	
FEDERAL ADMINISTRATION ...	7	18,331	7.0	34.2		5	33,639	7.9	34.3		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	1	9,055	5.9	29.8		-	-	-	-		1	444	6.5	49.4		-	-	-	-	
LOCAL ADMINISTRATION	8	11,873	6.1	41.3		1	310	7.4	35.0		-	-	-	-		-	-	-	-	
CONSTRUCTION	2	482	5.7	43.7		8	4,670	6.6	63.3		-	-	-	-		-	-	-	-	

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1978,
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

AVERAGE INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
NUMBER OF AGREEMENTS	211	7	55	17	103	18	10	-	1
NUMBER OF EMPLOYEES AFFECTED	210,570	3,641	59,616	11,331	104,063	26,664	4,455	-	800
AVERAGE PER CENT INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	7.2	4.7	6.2	10.3	8.6	3.8	6.0	-	3.6
SECOND 12 MONTHS OF AGREEMENT	6.5	-	1.7	7.4	7.5	2.1	6.1	-	3.5
THIRD 12 MONTHS OF AGREEMENT	2.5	-	-	-	-	1.7	6.5	-	3.4
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	6.8	4.7	6.2	8.7	8.1	2.5	6.3	-	3.0
AVERAGE CENTS-PER-HOUR INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	40.5	31.1	34.1	60.6	47.7	23.7	23.2	-	10.0
SECOND 12 MONTHS OF AGREEMENT	38.9	-	9.1	49.0	45.3	13.6	25.0	-	10.0
THIRD 12 MONTHS OF AGREEMENT	14.5	-	-	-	-	11.9	30.6	-	10.0
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	38.9	31.1	34.1	54.4	46.8	16.4	26.8	-	8.5

AVERAGE PER CENT INCREASES IN WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1978,
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS
ALL INDUSTRIES (INCL CONST) ..	7.2	6.5	2.5	-	6.1	1.7	8.7	7.5	-	4.1	2.7	2.4
ALL INDUSTRIES (EXCL CONST) ..	7.3	6.5	2.5	-	6.1	1.7	8.8	7.6	-	4.1	2.7	2.4
MANUFACTURING	6.4	4.8	1.9	-	7.0	-	8.3	6.9	-	3.8	2.2	1.9
FOOD, BEVERAGES	8.8	8.2	-	-	-	-	8.8	8.2	-	-	-	-
Tobacco	7.9	8.0	-	-	-	-	7.9	8.0	-	-	-	-
RUBBER, PLASTICS	6.1	4.8	3.4	-	-	-	7.9	6.9	-	5.6	4.3	3.4
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	8.9	6.8	-	-	-	-	8.9	6.8	-	-	-	-
KNITTING MILLS	9.1	7.7	-	-	-	-	9.1	7.7	-	-	-	-
CLOTHING	10.1	8.0	-	-	-	-	10.1	8.0	-	-	-	-
WOOD	10.3	9.0	-	-	-	-	10.3	9.0	-	-	-	-
FURNITURE, FIXTURES	10.2	10.3	-	-	-	-	10.2	10.3	-	-	-	-
PAPER	7.4	5.8	-	-	-	-	7.4	5.8	-	-	-	-
PRINTING, PUBLISHING	7.5	6.2	-	-	9.8	-	6.6	6.2	-	-	-	-
PRIMARY METALS	3.2	1.6	1.4	-	1.6	-	8.0	7.0	-	3.1	1.5	1.4
FABRICATED METALS	6.0	4.3	3.7	-	-	-	10.9	6.1	-	4.0	3.5	3.7
MACHINERY	9.6	7.8	9.6	-	9.1	-	9.9	6.8	-	10.6	9.6	9.6
TRANSPORTATION EQUIP	6.7	5.2	3.3	-	6.0	-	6.4	5.2	-	7.4	5.0	3.3
ELECTRICAL PRODUCTS	7.6	4.4	2.3	-	9.1	-	6.6	3.9	-	7.7	4.6	2.3
NON-METALLIC MINERALS	11.0	6.5	-	-	-	-	11.0	6.5	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	9.6	6.9	-	-	11.7	-	8.6	6.9	-	-	-	-
MISCELLANEOUS MFG	8.8	8.9	-	-	6.0	-	9.5	8.9	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	7.7	7.7	5.1	-	6.1	1.7	9.1	7.9	-	5.4	5.2	5.4
FORESTRY	-	-	-	-	-	-	-	-	-	3.6	3.5	3.4
MINING, QUARRYING	5.3	3.7	2.8	-	7.8	-	9.0	6.3	-	-	-	-
TRANSPORTATION	8.2	8.3	-	-	8.8	-	8.1	8.3	-	3.2	3.1	2.8
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	7.7	6.8	-	-	7.1	-	8.1	6.8	-	-	-	-
ELECTRIC, GAS, WATER	6.8	8.5	-	-	4.1	-	8.0	8.5	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	12.6	9.4	-	-	-	-	12.6	9.4	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	5.0	5.9	-	-	5.0	-	5.0	5.9	-	-	-	-
HEALTH, WELFARE SERVICES ..	7.2	4.7	-	-	5.5	1.7	8.1	5.3	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	6.2	6.1	-	-	-	-	6.2	6.1	-	-	-	-
PERSONAL SERVICES	5.7	5.6	5.1	-	4.9	-	8.6	7.1	-	6.0	5.9	5.6
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	7.7	7.8	9.5	-	7.0	-	8.1	7.8	-	6.1	4.1	9.5
PROVINCIAL ADMINISTRATION ..	5.9	-	-	-	5.9	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	5.9	8.1	-	-	5.9	-	6.8	8.1	-	-	-	-
CONSTRUCTION	8.3	5.7	-	-	5.7	-	6.4	5.7	-	-	-	-

ALL AGREEMENTS			AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	
AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	
ALL INDUSTRIES, EXCLUDING CONSTRUCTION						
IN PER CENT						
AVERAGE ANNUAL INCREASE						
UNDER 4.9 PER CENT	32	37,373	23	30,216	9	
5.0 - 9.9 PER CENT	152	146,938	14	4,831	138	
10.0 - 14.9 PER CENT	16	20,607	5	6,589	11	
15.0 - 19.9 PER CENT	1	500	-	-	1	
20.0 - 24.9 PER CENT	-	-	-	-	-	
25.0 - 29.9 PER CENT	-	-	-	-	-	
30.0 - 34.9 PER CENT	-	-	-	-	-	
35.0 - 39.9 PER CENT	-	-	-	-	-	
40.0 - 44.9 PER CENT	-	-	-	-	-	
45.0 - 49.9 PER CENT	-	-	-	-	-	
50.0 PER CENT AND OVER	-	-	-	-	-	
AVERAGE	6.8		4.4		7.4	
IN CENTS PER HOUR						
UNDER 9.9 CENTS	1	800	-	-	1	
10.0 - 19.9 CENTS	25	32,548	14	24,336	11	
20.0 - 29.9 CENTS	31	25,022	10	6,130	21	
30.0 - 39.9 CENTS	52	66,946	7	2,236	45	
40.0 - 49.9 CENTS	46	37,219	2	587	44	
50.0 - 59.9 CENTS	21	8,459	4	1,382	17	
60.0 - 69.9 CENTS	17	15,536	2	965	15	
70.0 - 79.9 CENTS	5	16,600	3	6,000	2	
80.0 - 89.9 CENTS	3	2,288	-	-	3	
90.0 - 99.9 CENTS	-	-	-	-	-	
100.0 CENTS AND OVER	-	-	-	-	-	
AVERAGE	38.9		28.0		41.6	
CONSTRUCTION						
UNDER 4.9 PER CENT	2	1,300	-	-	2	
5.0 - 9.9 PER CENT	7	2,852	-	-	7	
10.0 - 14.9 PER CENT	1	1,000	-	-	1	
15.0 - 19.9 PER CENT	-	-	-	-	-	
20.0 - 24.9 PER CENT	-	-	-	-	-	
25.0 - 29.9 PER CENT	-	-	-	-	-	
30.0 - 34.9 PER CENT	-	-	-	-	-	
35.0 - 39.9 PER CENT	-	-	-	-	-	
40.0 - 44.9 PER CENT	-	-	-	-	-	
45.0 - 49.9 PER CENT	-	-	-	-	-	
50.0 PER CENT AND OVER	-	-	-	-	-	
AVERAGE	6.5		-		6.5	
IN CENTS PER HOUR						
UNDER 9.9 CENTS	-	-	-	-	-	
10.0 - 19.9 CENTS	1	200	-	-	1	
20.0 - 29.9 CENTS	1	282	-	-	1	
30.0 - 39.9 CENTS	-	-	-	-	-	
40.0 - 49.9 CENTS	1	220	-	-	1	
50.0 - 59.9 CENTS	2	1,550	-	-	2	
60.0 - 69.9 CENTS	4	1,900	-	-	4	
70.0 - 79.9 CENTS	-	-	-	-	-	
80.0 - 89.9 CENTS	1	1,000	-	-	1	
90.0 - 99.9 CENTS	-	-	-	-	-	
100.0 CENTS AND OVER	-	-	-	-	-	
AVERAGE	61.5		-		61.5	

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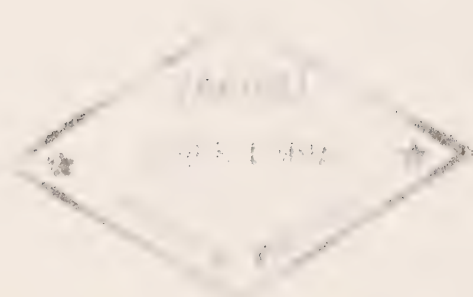
4
WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FOURTH QUARTER 1978

Prepared by
Research Branch
Ontario Ministry of Labour
April 1979



Hon. Robert Elgie, M.D.
Minister

T. E. Armstrong, Q.C.
Deputy Minister



FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the fourth quarter of 1978. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available. It should also be noted that some of the settlements may be subject to revision as a result of rulings by the Anti-Inflation Board.

Beginning with the second quarter of 1976, eight new tables have been included in the report - Tables 1 and 6-12, inclusive. Prior to this period the published data related to average annual increases only, that is, the total increases negotiated for the full term of the agreement, reduced to an annual average. This information is now contained in Tables 1-5 and 13 of the expanded report. Tables 6-12 have been added to provide data showing how the total increase is distributed in each 12 month period of the agreement. The additional data have been made possible by the completion of a new computerized processing system.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as follows: one-year - less than 18 months; two-year - 18 to 29 months; three-year - 30 to 41 months; and four year - 42 to 53 months.

The data in this report were prepared for computer processing by Susan Markell, Kris Krestensen and Carolyn McDonald. For further information on any of the tables, please call Susan Markell, Research Branch, Ontario Ministry of Labour (965-6101).

Toronto
April 3, 1979

Highlights

During the fourth quarter of 1978, 185 agreements covering almost 140,000 employees were negotiated in Ontario for bargaining units of 200 or more employees. Both figures are considerably below those recorded in the previous two quarters, although past experience suggests that a decline in the number of settlements in the final quarter of the year is a feature of the province's normal seasonal bargaining pattern. The number of agreements concluded and of employees covered were concentrated to an even greater extent than usual in the non-manufacturing sector, particularly in education, federal administration, health, retail trade and transportation. The manufacturing sector accounted for less than 30 per cent of the agreements negotiated and less than 20 per cent of the employees covered.

The average annual base wage rate increase for all industries combined was 6.8 per cent in the fourth quarter, the same as in the previous quarter. In the manufacturing sector the average annual base wage rate increase was 6.7 per cent in the fourth quarter, up significantly from the third quarter figure of 5.5 per cent but close to the 6.6 per cent recorded in the second quarter of 1978. The relatively low third quarter increase in manufacturing was largely attributable to the dominant influence of a few large settlements in the primary metals sector which combined a modest general increase in base wage rates with comprehensive cost-of-living (COLA) coverage. In the non-manufacturing sector, the average annual increase negotiated in the fourth quarter was 6.9 per cent, compared with 7.3 per cent in the previous quarter. The average annual increase in construction in the fourth quarter was 5.3 per cent, although this figure is based on only three agreements negotiated during the period.

	<u>Average Annual Increases</u>			
	<u>Fourth Quarter</u>		<u>Third Quarter</u>	
	<u>1978</u>		<u>1978</u>	
	<u>Per</u>	<u>Cents</u>	<u>Per</u>	<u>Cents</u>
	<u>cent</u>	<u>per hour</u>	<u>cent</u>	<u>per hour</u>
All Industries, including construction ..	6.8	41.5	6.8	38.9
Manufacturing	6.7	36.4	5.5	33.4
Non-Manufacturing (excluding construction) .	6.9	42.3	7.3	40.6
Construction	5.3	59.0	6.5	61.5

Of the 185 major agreements negotiated in the fourth quarter of 1978, 40 (or 21.6 per cent) contained COLA clauses. The average annual increase in base wage rates in agreements with COLA clauses was 5.9 per cent, compared with 7.1 per cent in agreements without COLA clauses [see Table 2]. The "differential" between negotiated wage increases in COLA and non-COLA agreements (in this case 1.2 percentage points) has been a common feature of collective bargaining settlements since cost-of-living provisions were widely introduced a few years ago. Nevertheless, it is interesting to note that this differential has

narrowed since 1975, from an average of 3.3 percentage points in that year to an average of 1.6 percentage points for 1978 settlements as a whole. It may not be unreasonable to suggest that, at current rates of inflation, the additional wage increases eventually accruing from the COLA clauses themselves will prove to be more than sufficient to offset a "differential" of this order of magnitude.

Table 3 reveals an almost equal division between one-year and two-year agreements in the fourth quarter, although the all industries figures conceal significant differences in contract duration as between the major industrial sectors. In manufacturing, 65 per cent of the agreements were for two years and a further 27 per cent for three years. In non-manufacturing, one-year agreements predominated (62 per cent), with a further 36 per cent of agreements covering a two-year term. For the fourth quarter in succession, average annual base wage rate increases in two-year agreements exceeded those in one-year agreements for all industries combined (in this case, 7.3 per cent compared with 6.5 per cent). This represents a reversal of the pattern which prevailed throughout most of 1976 and 1977.

Tables 6-12 show the distribution of base wage rate increases over the duration of the agreement. Increases in the first twelve months of all agreements combined averaged 7.1 per cent, compared with 7.2 per cent in the previous quarter. Increases in the second twelve months were 6.3 per cent in fourth quarter settlements, down from 6.5 per cent in the third quarter.

Finally, Table 13 shows that the majority of agreements negotiated in the fourth quarter of 1978 provided average annual base wage rate increases of between 5.0 and 9.9 per cent. Only 16 agreements (8.6 per cent of the total) contained increases averaging 10 per cent or more per annum.

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING
 AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
 IN FOURTH QUARTER OF 1978, BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	185	85	84	16	-	-
NUMBER OF EMPLOYEES AFFECTED	139,695	66,538	64,456	8,701	-	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	6.8	6.5	7.3	5.0	-	-
AGREEMENTS WITH COL CLAUSE	5.9	5.7	6.8	4.8	-	-
AGREEMENTS WITHOUT COL CLAUSE	7.1	6.8	7.5	8.3	-	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	41.5	36.0	48.7	30.6	-	-
AGREEMENTS WITH COL CLAUSE	39.1	39.1	44.3	29.5	-	-
AGREEMENTS WITHOUT COL CLAUSE	42.3	35.2	50.0	43.5	-	-

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1978, BY INDUSTRY

INDUSTRY	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST)...	185	139,695	6.8	41.5	40	36,219	5.9	39.1	145	103,476	7.1	42.3
ALL INDUSTRIES (EXCL CONST)...	182	137,370	6.8	41.2	40	36,219	5.9	39.1	142	101,151	7.2	42.0
MANUFACTURING	52	25,033	6.7	36.4	24	11,206	5.3	31.4	28	13,827	7.8	40.5
FOOD, BEVERAGES	3	1,556	9.4	49.3	1	400	7.9	54.0	2	1,156	10.0	47.7
TOBACCO	2	857	9.6	51.2	-	-	-	-	2	857	9.6	51.2
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	2	1,320	6.4	25.7	1	370	5.3	22.5	1	950	6.8	27.0
TEXTILES	1	400	9.1	41.0	-	-	-	-	1	400	9.1	41.0
KNITTING MILLS	1	375	7.2	32.0	-	-	-	-	1	375	7.2	32.0
CLOTHING	2	3,225	8.3	44.7	-	-	-	-	2	3,225	8.3	44.7
WOOD	1	280	7.8	46.0	-	-	-	-	1	280	7.8	46.0
FURNITURE, FIXTURES	2	484	5.7	23.7	-	-	-	-	2	484	5.7	23.7
PAPER	6	2,870	6.5	42.5	-	-	-	-	6	2,870	6.5	42.5
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	4	2,365	5.5	35.3	4	2,365	5.5	35.3	-	-	-	-
FABRICATED METALS	11	2,989	7.6	42.0	6	1,749	6.3	36.4	5	1,240	9.3	49.9
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	5	4,080	3.6	24.4	5	4,080	3.6	24.4	-	-	-	-
ELECTRICAL PRODUCTS	8	2,935	6.3	27.6	3	945	5.5	27.7	5	1,990	6.8	27.6
NON-METALLIC MINERALS	1	475	9.4	49.4	1	475	9.4	49.4	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	1	200	6.9	38.6	1	200	6.9	38.6	-	-	-	-
MISCELLANEOUS MFG	2	622	6.3	28.5	2	622	6.3	28.5	-	-	-	-
NON-MANUFACTURING(EXCL CONST)	130	112,337	6.9	42.3	16	25,013	6.3	42.6	114	87,324	7.1	42.2
FORESTRY	6	4,100	6.4	50.5	-	-	-	-	6	4,100	6.4	50.5
MINING, QUARRYING	1	2,100	1.6	10.0	1	2,100	1.6	10.0	-	-	-	-
TRANSPORTATION	4	10,005	6.6	47.4	1	7,300	6.0	38.0	3	2,705	8.0	73.0
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	2	9,044	12.7	51.5	-	-	-	-	2	9,044	12.7	51.5
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	15	10,418	9.7	61.2	3	1,365	10.4	66.8	12	9,053	9.5	60.3
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	1	800	4.0	24.0	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	49	30,661	6.2	42.4	9	6,570	6.4	49.8	1	800	4.0	24.0
HEALTH, WELFARE SERVICES ..	32	13,262	4.2	20.2	1	350	4.1	19.3	40	24,091	6.2	40.4
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	31	12,912	4.2	20.2
MANAGEMENT SERVICES	3	940	9.8	41.1	-	-	-	-	-	-	-	-
PERSONAL SERVICES	3	1,275	6.1	18.4	-	-	-	-	3	940	9.8	41.1
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	3	1,275	6.1	18.4
FEDERAL ADMINISTRATION	10	27,537	6.6	44.3	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	1	1,200	8.0	32.3	1	7,328	7.0	46.6	9	20,209	6.4	43.4
LOCAL ADMINISTRATION	1	895	5.4	14.3	-	-	-	-	1	1,200	8.0	32.3

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	85	66,538	6.5	36.0		84	64,456	7.3	48.7		16	8,701	5.0	30.6		-	-	-	-	
ALL INDUSTRIES (EXCL CONST).	85	66,538	6.5	36.0		81	62,131	7.4	48.3		16	8,701	5.0	30.6		-	-	-	-	
MANUFACTURING	4	2,135	8.0	36.7		34	14,849	7.5	40.1		14	8,049	4.8	29.5		-	-	-	-	
FOOD, BEVERAGES	2	1,200	9.4	46.0		1	356	9.6	60.5		-	-	-	-		-	-	-	-	
TOBACCO	-	-	-	-		2	857	9.6	51.2		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
LEATHER	-	-	-	-		2	1,320	6.4	25.7		-	-	-	-		-	-	-	-	
TEXTILES	-	-	-	-		1	400	9.1	41.0		-	-	-	-		-	-	-	-	
KNITTING MILLS	-	-	-	-		1	375	7.2	32.0		-	-	-	-		-	-	-	-	
CLOTHING	1	225	6.0	21.3		1	3,000	8.5	46.5		-	-	-	-		-	-	-	-	
WOOD	-	-	-	-		1	280	7.8	46.0		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		2	484	5.7	23.7		-	-	-	-		-	-	-	-	
PAPER	-	-	-	-		6	2,870	6.5	42.5		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PRIMARY METALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FABRICATED METALS	-	-	-	-		8	2,110	8.3	45.5		4	2,365	5.5	35.3		-	-	-	-	
MACHINERY	-	-	-	-		-	-	-	-		3	879	5.7	33.6		-	-	-	-	
TRANSPORTATION EQUIP	-	-	-	-		2	665	5.5	35.3		-	-	-	-		-	-	-	-	
ELECTRICAL PRODUCTS	1	710	6.4	26.0		5	1,510	7.1	29.9		3	3,415	3.3	22.3		-	-	-	-	
NON-METALLIC MINERALS	-	-	-	-		-	-	-	-		2	715	4.8	24.5		-	-	-	-	
PETROLEUM, OIL	-	-	-	-		-	-	-	-		1	475	9.4	49.4		-	-	-	-	
CHEMICALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		2	622	6.3	28.5		1	200	6.9	38.6		-	-	-	-	
NON-MANUFACTURING (EXCL CONST)	81	64,403	6.5	36.0		47	47,282	7.4	50.9		2	652	8.3	43.5		-	-	-	-	
FORESTRY	1	-	-	-		6	4,100	6.4	50.5		-	-	-	-		-	-	-	-	
MINING, QUARRYING	1	2,100	1.6	10.0		-	-	-	-		-	-	-	-		-	-	-	-	
TRANSPORTATION	1	7,300	6.0	38.0		2	2,278	8.0	76.9		1	427	8.5	52.6		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	2	9,044	12.7	51.5		-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		15	10,418	9.7	61.2		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	1	800	4.0	24.0		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	39	24,589	6.0	40.7		10	6,072	7.0	49.3		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	30	12,669	4.1	19.8		2	593	6.7	29.5		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	1	420	13.4	54.1		2	520	6.9	30.5		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		2	1,050	5.7	16.7		1	225	7.9	26.3		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	3	5,611	6.2	34.3		7	21,926	6.7	46.8		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	1	1,200	8.0	32.3		-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	2	670	5.9	40.3		1	325	5.6	28.0		-	-	-	-		-	-	-	-	
CONSTRUCTION	-	-	-	-		3	2,325	5.3	59.0		-	-	-	-		-	-	-	-	

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1978, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS		
	AGRTS	EMPLS	CENTS PER HOUR	AGRTS	EMPLS	CENTS PER HOUR	AGRTS	EMPLS	CENTS PER HOUR	AGRTS	EMPLS	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	8	13,215	5.7	18	14,955	6.8	14	8,049	4.8	-	-	-
ALL INDUSTRIES (EXCL CONST).	8	13,215	5.7	18	14,955	6.8	14	8,049	4.8	-	-	-
MANUFACTURING	1	400	7.9	9	2,757	6.3	14	8,049	4.8	-	-	-
FOOD, BEVERAGES	1	400	7.9	-	-	-	-	-	-	-	-	-
TUBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	1	370	5.3	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	-	-	-	3	870	7.0	4	2,365	5.5	-	-	-
MACHINERY	-	-	-	-	-	-	3	879	5.7	-	-	-
TRANSPORTATION EQUIP	-	-	-	2	665	5.5	-	3,415	3.3	-	-	-
ELECTRICAL PRODUCTS	-	-	-	1	230	7.5	2	715	4.8	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	1	475	9.4	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	1	200	6.9	-	-	-
MISCELLANEOUS MFG	-	-	-	2	622	6.3	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	7	12,815	5.6	9	12,198	6.9	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	1	2,100	1.6	-	-	-	-	-	-	-	-	-
TRANSPORTATION	1	7,300	6.0	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	3	1,365	10.4	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	5	3,415	7.2	4	3,155	5.5	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	-	-	-	1	350	4.1	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	1	7,328	7.0	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1978,
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

	ALL AGREEMENTS	ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
AVERAGE INCREASE									
NUMBER OF AGREEMENTS	185	8	77	18	66	14	2	-	-
NUMBER OF EMPLOYEES AFFECTED	139,695	13,215	53,323	14,955	49,501	8,049	652	-	-
AVERAGE PER CENT INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	7.1	5.7	6.8	7.0	7.8	6.9	8.5	-	-
SECOND 12 MONTHS OF AGREEMENT ...	6.3	-	-	4.9	7.0	4.1	8.6	-	-
THIRD 12 MONTHS OF AGREEMENT	3.8	-	-	-	-	3.5	7.7	-	-
FOURTH 12 MONTHS OF AGREEMENT ...	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	6.8	5.7	6.8	6.8	7.5	4.8	8.3	-	-
AVERAGE CENTS-PER-HOUR INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	42.1	39.1	35.2	44.0	50.0	40.3	42.6	-	-
SECOND 12 MONTHS OF AGREEMENT ...	42.7	-	-	33.3	48.4	25.5	45.6	-	-
THIRD 12 MONTHS OF AGREEMENT	24.6	-	-	-	-	23.2	42.4	-	-
FOURTH 12 MONTHS OF AGREEMENT ...	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	41.5	39.1	35.2	44.3	50.0	29.5	43.5	-	-

TABLE 8

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1978,
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

[illegible]

TABLE 10

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1978, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	42.1	42.7	24.6	-	36.0	-	48.6	44.9	-	40.4	27.0	24.6	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	41.8	42.4	24.6	-	36.0	-	48.2	44.5	-	40.4	27.0	24.6	-	-	-	-
MANUFACTURING	40.5	34.3	23.2	-	36.7	-	41.1	39.1	-	40.3	25.5	23.2	-	-	-	-
FOOD, BEVERAGES	49.3	60.5	-	-	46.0	-	60.5	60.5	-	-	-	-	-	-	-	-
TURACCO	50.9	51.6	-	-	-	-	50.9	51.6	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	25.0	26.4	-	-	-	-	25.0	26.4	-	-	-	-	-	-	-	-
TEXTILES	42.0	40.0	-	-	-	-	42.0	40.0	-	-	-	-	-	-	-	-
KNITTING MILLS	30.0	34.0	-	-	-	-	30.0	34.0	-	-	-	-	-	-	-	-
CLOTHING	45.2	46.0	-	-	21.3	-	47.0	46.0	-	-	-	-	-	-	-	-
WOOD	46.0	46.0	-	-	-	-	46.0	46.0	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	23.5	23.8	-	-	-	-	23.5	23.8	-	-	-	-	-	-	-	-
PAPER	42.9	42.0	-	-	-	-	42.9	42.0	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	59.6	26.1	20.1	-	-	-	-	-	-	59.6	26.1	20.1	-	-	-	-
FABRICATED METALS	49.4	37.0	23.5	-	-	-	49.1	41.0	-	50.0	27.3	23.5	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	25.9	23.1	21.6	-	-	-	38.9	31.8	-	23.4	21.4	21.6	-	-	-	-
ELECTRICAL PRODUCTS	31.2	24.9	17.9	-	-	-	32.0	27.0	-	34.7	21.1	17.9	-	-	-	-
NON-METALLIC MINERALS	47.5	52.0	57.0	-	-	-	-	-	-	47.5	52.0	57.0	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	60.0	33.0	23.0	-	-	-	-	-	-	60.0	33.0	23.0	-	-	-	-
MISCELLANEOUS MFG	29.7	27.2	-	-	-	-	29.7	27.2	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	42.1	46.2	42.4	-	36.0	-	50.4	46.2	-	42.6	45.6	42.4	-	-	-	-
FORESTRY	52.0	49.0	-	-	-	-	52.0	49.0	-	-	-	-	-	-	-	-
MINING, QUARRYING	10.0	-	-	-	10.0	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	47.6	73.1	48.0	-	38.0	-	77.4	76.4	-	54.0	56.0	48.0	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	51.5	-	-	-	51.5	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	63.3	59.0	-	-	-	-	63.3	59.0	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	24.0	-	-	-	24.0	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	43.5	44.2	-	-	40.7	-	54.4	44.2	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	20.0	35.1	-	-	19.8	-	23.8	35.1	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	40.4	31.7	-	-	54.1	-	29.4	31.7	-	-	-	-	-	-	-	-
PERSONAL SERVICES	17.7	18.1	32.0	-	-	-	17.0	16.4	-	21.0	26.0	32.0	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	41.3	39.5	-	-	34.3	-	43.1	39.5	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	32.3	-	-	-	32.3	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	37.9	23.1	-	-	40.3	-	33.0	23.1	-	-	-	-	-	-	-	-

TABLE 12

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1978, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS
ALL INDUSTRIES (INCL CONST)...	42.3	48.3	42.4	42.4	-	50.0	42.6	45.6	42.4	-	-	-
ALL INDUSTRIES (EXCL CONST)...	41.9	48.1	42.4	42.4	-	49.5	42.6	45.6	42.4	-	-	-
MANUFACTURING	40.9	41.0	-	-	32.7	42.0	-	-	-	-	-	-
FOOD, BEVERAGES	47.7	60.5	-	-	42.0	60.5	-	-	-	-	-	-
TOBACCO	50.9	51.6	-	-	-	50.9	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	25.0	29.0	-	-	-	25.0	-	-	-	-	-	-
TEXTILES	42.0	40.0	-	-	-	42.0	-	-	-	-	-	-
KNITTING MILLS	30.0	34.0	-	-	-	30.0	-	-	-	-	-	-
CLOTHING	45.2	46.0	-	-	21.3	47.0	-	-	-	-	-	-
WOOD	46.0	46.0	-	-	-	46.0	-	-	-	-	-	-
FURNITURE, FIXTURES	23.5	23.8	-	-	-	23.5	-	-	-	-	-	-
PAPER	42.9	42.0	-	-	-	42.9	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	51.5	44.6	-	-	-	51.5	-	-	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	28.9	25.3	-	-	26.0	30.5	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING(EXCL CONST)	42.1	50.4	42.4	42.4	35.3	52.1	42.6	45.6	42.4	-	-	-
FORESTRY	52.0	49.0	-	-	-	52.0	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	73.7	73.1	48.0	-	-	77.4	54.0	56.0	48.0	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	51.5	-	-	-	51.5	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	62.0	58.6	-	-	-	62.0	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	24.0	-	-	-	24.0	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	41.5	49.3	-	-	38.0	66.8	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	20.0	57.4	-	-	19.8	30.8	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	40.4	31.7	-	-	54.1	29.4	-	-	-	-	-	-
PERSONAL SERVICES	17.7	18.1	32.0	-	-	17.0	21.0	26.0	32.0	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	40.7	45.8	-	-	34.3	43.2	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	32.3	-	-	-	32.3	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	37.0	23.1	-	-	40.3	33.0	-	-	-	-	-	-

AVERAGE ANNUAL INCREASE		ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	
IN PER CENT		AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
ALL INDUSTRIES, EXCLUDING CONSTRUCTION							
UNDER 4.9 PER CENT	51	26,892	10	8,407	41	18,485	
5.0 - 9.9 PER CENT	115	94,604	29	27,127	86	67,477	
10.0 - 14.9 PER CENT	16	15,874	1	685	15	15,189	
15.0 - 19.9 PER CENT	-	-	-	-	-	-	
20.0 - 24.9 PER CENT	-	-	-	-	-	-	
25.0 - 29.9 PER CENT	-	-	-	-	-	-	
30.0 - 34.9 PER CENT	-	-	-	-	-	-	
35.0 - 39.9 PER CENT	-	-	-	-	-	-	
40.0 - 44.9 PER CENT	-	-	-	-	-	-	
45.0 - 49.9 PER CENT	-	-	-	-	-	-	
50.0 PER CENT AND OVER	-	-	-	-	-	-	
AVERAGE	6.8			5.9		7.1	
IN CENTS PER HOUR							
UNDER 9.9 CENTS	2	612	-	-	2	612	
10.0 - 19.9 CENTS	33	15,131	2	2,450	31	12,681	
20.0 - 29.9 CENTS	29	15,819	10	6,562	19	9,257	
30.0 - 39.9 CENTS	36	29,789	6	9,670	30	20,119	
40.0 - 49.9 CENTS	35	37,089	14	12,937	21	24,152	
50.0 - 59.9 CENTS	29	27,763	5	2,870	24	24,893	
60.0 - 69.9 CENTS	8	4,765	1	300	7	4,465	
70.0 - 79.9 CENTS	8	4,020	2	1,430	6	2,590	
80.0 - 89.9 CENTS	1	1,210	-	-	1	1,210	
90.0 - 99.9 CENTS	-	-	-	-	-	-	
100.0 CENTS AND OVER	1	1,172	-	-	1	1,172	
AVERAGE	41.5		39.1		42.3		
IN PER CENT		CONSTRUCTION					
UNDER 4.9 PER CENT	1	1,400	-	-	1	1,400	
5.0 - 9.9 PER CENT	2	925	-	-	2	925	
10.0 - 14.9 PER CENT	-	-	-	-	-	-	
15.0 - 19.9 PER CENT	-	-	-	-	-	-	
20.0 - 24.9 PER CENT	-	-	-	-	-	-	
25.0 - 29.9 PER CENT	-	-	-	-	-	-	
30.0 - 34.9 PER CENT	-	-	-	-	-	-	
35.0 - 39.9 PER CENT	-	-	-	-	-	-	
40.0 - 44.9 PER CENT	-	-	-	-	-	-	
45.0 - 49.9 PER CENT	-	-	-	-	-	-	
50.0 PER CENT AND OVER	-	-	-	-	-	-	
AVERAGE	5.3		-		5.3		
IN CENTS PER HOUR							
UNDER 9.9 CENTS	-	-	-	-	-	-	
10.0 - 19.9 CENTS	-	-	-	-	-	-	
20.0 - 29.9 CENTS	-	-	-	-	-	-	
30.0 - 39.9 CENTS	-	-	-	-	-	-	
40.0 - 49.9 CENTS	-	-	-	-	-	-	
50.0 - 59.9 CENTS	1	1,400	-	-	1	1,400	
60.0 - 69.9 CENTS	1	625	-	-	1	625	
70.0 - 79.9 CENTS	1	300	-	-	1	300	
80.0 - 89.9 CENTS	-	-	-	-	-	-	
90.0 - 99.9 CENTS	-	-	-	-	-	-	
100.0 CENTS AND OVER	-	-	-	-	-	-	
AVERAGE	59.0		-		59.0		

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31 WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, 1978

Prepared by

Research Branch

Ontario Ministry of Labour

September 1979

Hon. Robert Elgie, M.D.
Minister

T. E. Armstrong, Q.C.
Deputy Minister



FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in 1978. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available. It should also be noted that some of the settlements may be subject to revision as a result of rulings by the Anti-Inflation Board.

Beginning with the second quarter of 1976, eight new tables have been included in the report - Tables 1 and 6-12, inclusive. Prior to this report the published data related to average annual increases only, that is, the total increases negotiated for the full term of the agreement, reduced to an annual average. This information is now contained in Tables 1-5 and 13 of the expanded report. Tables 6-12 have been added to provide data showing how the total increase is distributed in each 12 month period of the agreement. The additional data have been made possible by the completion of a new computerized processing system.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as follows: one-year - less than 18 months; two-year - 18 to 29 months; three-year - 30 to 41 months; and four year - 42 to 53 months.

The data in this report were prepared for computer processing by Kris Krestensen and Carolynn McDonald. For further information on any of the tables, please call Carolynn McDonald Research Branch, Ontario Ministry of Labour (965-6101).

Toronto
September 12, 1979

Highlights

During 1978, a total of 803 agreements covering almost 649,000 employees were negotiated in Ontario for bargaining units of 200 or more employees. The corresponding 1977 figures were 683 agreements and 536,500 employees. The 1978 totals include 29 agreements, covering almost 19,000 employees, which were settled twice during the year. If these agreements are counted once only, then approximately 774 different major bargaining units, involving 630,000 workers, negotiated at least one agreement during 1978. In other words, about 70 per cent of all major agreements on file in the Ontario Ministry of Labour Collective Agreements Library were renewed last year, involving 64 per cent of all employees covered by major agreements (in this context the term "major" is used to denote agreements covering 200 or more workers in the province). In fact, the actual number of major agreements concluded during the year was probably somewhat higher even than these figures indicate, the reason being that details of some settlements (including a number in the construction industry) were still unavailable when this report was in preparation. In any event, it is clear that 1978 was a particularly busy bargaining year, possibly the heaviest on record.

In April of 1978 the phase-out of the anti-inflation controls program began, coinciding with a very heavy period of bargaining activity in the province. Despite this, the earlier predictions of some observers that the removal of controls could possibly be accompanied by an immediate post controls "wage bubble" proved unfounded. Although a number of individual settlements appeared designed to correct or compensate for relative wage anomalies arising during the controls period, average negotiated wage increases in general did not display any marked upward trend for the remainder of the year, at least in Ontario. Negotiated average annual increases in base wage rates did rise slightly to 6.8 per cent in the third quarter of 1978, compared with 6.3 per cent in the second quarter. However, the average fourth quarter increase remained at the same 6.8 per cent level (as, incidentally, did the increase in the first quarter of 1979 also). In fact, the average base wage rate increase for the whole year of 1978, at 6.5 per cent, was significantly below the corresponding figure for 1977 of 7.3 per cent, even though controls were in place for the full year in the earlier period.

	<u>Average Annual Increases</u>			
	<u>1978</u>		<u>1977</u>	
	<u>Per</u> <u>cent</u>	<u>Cents</u> <u>per hour</u>	<u>Per</u> <u>cent</u>	<u>Cents</u> <u>per hour</u>
All Industries, including construction	6.5	38.3	7.3	43.0
Manufacturing	6.0	34.4	6.4	33.4
Non-Manufacturing (excluding construction)	6.8	38.2	7.8	43.1
Construction	5.7	56.9	6.2	60.2

Almost 50 per cent of the major agreements negotiated in Ontario during 1978 were for a duration of less than 18 months (termed "one-year agreements" in the tables in this report). A further 21 per cent were for a term of 18 to 29 months ("two-year agreements"). This distribution of contract durations is very similar to that which obtained in 1976. However, in the intervening year, 1977, there was a marked shift away from two-year agreements toward one-year agreements (71 per cent of all agreements were for one year, and only 21 per cent for two years). The 1977 experience was probably influenced to a great extent by the fact that bargaining parties were anticipating an end to anti-inflation controls, with the unions in particular wishing to be in a position to bargain a new contract as soon as possible after controls were ended. In support of this proposition, it might be noted that the shift to longer term agreements was especially marked in the final half of 1978, as relatively more groups bargained for their first post-controls contracts.

It was expected that removal of controls might also be accompanied by a return to inclusion of cost-of-living (COLA) clauses in collective agreements. Many of these clauses were dropped or suspended whilst the AIB was in operation. However, there was certainly no immediate move in this direction, and for 1978 as a whole less than 20 per cent of the major agreements concluded contained COLA clauses, the lowest such proportion for several years. Nevertheless, it does seem likely that 1979 will see a revival of demands for COLA clauses, especially if the rate of inflation remains at the current high levels.

Tables 6-12 of the report provide information on the distribution of base wage rate increases over the lifetime of the agreements. Table 6, for example, illustrates that the average increase for the first 12 months of all agreements, at 6.7 per cent, was only slightly higher than the 6.3 per cent figure recorded for the second 12 months. However, it is worth remembering that COLA clauses are generally much more common in longer term agreements, and that these will usually in time generate additional increases over and above those increases recorded in the tables.

Table 13 reveals that the overwhelming majority of agreements negotiated in 1978 contained average annual base wage rate increases in the 5.0 to 9.9 per cent range (in fact, 604 agreements, or 75 per cent of the total number negotiated, provided increases in this range). In other words, the increases contained in most agreements were probably quite close to the 6.5 per cent average figure, with only 47 agreements including double-digit increases.

The data in this report on base wage rate increases in major Ontario collective agreements are calculated on a similar basis to those produced by Labour Canada for the country as a whole.⁽¹⁾ The major differences between the two sets of data relate to the minimum size of

(1) See, for example, Wage Developments, 1978 Annual Review (Collective Bargaining Division, Labour Data Branch, Central Analytical Services, Labour Canada).

the bargaining units covered (200 employees for Ontario, 500 for Canada) and to industrial coverage (the construction industry is not included in the Canada statistics). Bearing in mind the qualification regarding size of bargaining unit, it is possible to compare the Ontario and Canada data for all industries excluding construction.

A comparison for 1978 reveals that average annual base wage rate increases in Ontario were close to but slightly lower than those for Canada as a whole (6.6 per cent, compared to 6.9 per cent). A similar picture emerges when comparisons are made separately for the manufacturing (6.0 per cent in Ontario, 6.6 per cent in Canada) and non-manufacturing sectors (6.8 per cent in Ontario, 7.0 per cent in Canada). In terms of the difference between the Ontario and national figures, the position has changed very little since 1977.

The Ontario and all-Canada data on agreement duration and incidence of COLA clauses were also similar. Both sets of data clearly reflect, to an almost equal degree, the shift towards longer-term contracts mentioned earlier. In 1978, 50.5 per cent of non-construction agreements in Ontario were of less than 18 months duration, compared with 69.1 per cent in 1977. The corresponding figures for Canada as a whole were 52.2 per cent (1978) and 68.6 per cent (1977). The prevalence of COLA clauses in collective agreements is similar in both cases, although in Ontario the proportion of contracts with COLA declined between 1977 and 1978 (from 24.9 to 20.7 per cent) whilst the all-Canada figure increased marginally (from 22.5 to 22.8 per cent).

One interesting exception to the general conclusion that negotiated base wage increases in Ontario have been somewhat below the national average in the past two years relates to 2-year agreements in the non-manufacturing sector. The average annual increase in these agreements in Ontario during 1978 was 7.8 per cent, compared with only 7.1 per cent nationally. The difference is even more marked when increases during the first 12-months of two-year agreements are considered (8.2 per cent for Ontario, 7.3 per cent nationally). This development may assume greater significance if the switch towards longer-term contracts continues, although the average duration of non-manufacturing agreements has remained well below the manufacturing average and one-year contracts still heavily outnumber those of longer duration in this sector.

Labour Canada provides data by province (or regional groupings in the case of the smaller provinces) for bargaining units of 500 or more employees. During 1978, the average annual base wage rate increase in Ontario for these larger units (including Ontario employees covered by multi-province agreements) was 6.4 per cent, the lowest figure of all the regions listed. This increase is lower (by 0.2 percentage points) than the Ontario figure for all bargaining units of 200 or more employees, suggesting that, in 1978 at least, bargaining units in the 200-499 employees size group received somewhat larger increases on average than those in the 500 employees plus category.

Of course, the close correspondence observed between the Ontario and national wage data is not surprising in view of the fact that the Ontario statistics exercise a very strong influence on the national figures. In 1978, for example, more than 43 per cent of the major agreements negotiated in Canada directly involved at least some employees in Ontario. Approximately one in three of all Canadian employees covered by major settlements were from Ontario. In addition, multi-province agreements or pattern bargaining across provincial boundaries also tends to reduce disparities in wage settlement terms between provinces. To the extent that Ontario agreements or employees are involved in this process, this would also account for the lack of significant differences between the Ontario and national data.

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING
AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN 1978, BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	803	395	330	74	4	-
NUMBER OF EMPLOYEES AFFECTED	648,882	328,805	266,619	51,309	2,149	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	6.5	6.3	7.4	3.7	3.5	-
AGREEMENTS WITH COL CLAUSE	5.2	5.2	7.1	3.2	3.8	-
AGREEMENTS WITHOUT COL CLAUSE	6.8	6.4	7.4	6.8	3.0	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	38.3	34.2	46.7	22.0	19.7	-
AGREEMENTS WITH COL CLAUSE	32.6	31.7	44.8	20.0	26.3	-
AGREEMENTS WITHOUT COL CLAUSE	39.6	34.4	47.1	33.8	8.5	-

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING
200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN 1978, BY INDUSTRY

INDUSTRY	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST)...	803	648,882	6.5	38.3	159	121,566	5.2	32.6	644	527,316	6.8	39.6
ALL INDUSTRIES (EXCL CONST)...	767	614,515	6.6	37.2	159	121,566	5.2	32.6	608	492,949	6.9	38.4
MANUFACTURING	286	155,901	6.0	34.4	103	68,788	4.3	25.8	183	87,113	7.4	41.1
FOOD, BEVERAGES	34	17,716	8.2	51.0	9	4,722	7.5	50.8	25	12,994	8.4	51.1
TORACCO	4	1,913	8.8	53.2	-	-	-	-	4	1,913	8.8	53.2
RUBBER, PLASTICS	3	1,230	5.0	27.3	2	980	4.4	24.6	1	250	7.4	38.0
LEATHER	7	2,785	6.1	23.6	3	820	5.5	19.8	4	1,965	6.3	25.2
TEXTILES	17	7,538	7.2	34.3	3	1,169	5.8	28.4	14	6,369	7.4	35.3
KNITTING MILLS	2	625	7.7	30.8	-	-	-	-	2	625	7.7	30.8
CLOTHING	7	6,218	8.6	39.4	-	-	-	-	7	6,218	8.6	39.4
WOOD	9	2,466	7.6	41.4	-	-	-	-	9	2,466	7.6	41.4
FURNITURE, FIXTURES	13	4,051	7.3	31.4	4	1,140	5.7	28.7	9	2,911	8.0	32.4
PAPER	29	16,853	6.7	46.4	-	-	-	-	29	16,853	6.7	46.4
PRINTING, PUBLISHING	7	5,145	6.8	36.1	-	-	-	-	7	5,145	6.8	36.1
PRIMARY METALS	20	27,190	2.6	16.8	15	24,695	2.4	16.2	5	2,495	4.0	22.7
FABRICATED METALS	35	10,966	5.6	30.8	22	6,949	4.5	25.4	13	4,017	7.5	40.2
MACHINERY	9	2,958	6.9	40.7	5	2,060	6.7	41.8	4	898	7.5	38.3
TRANSPORTATION EQUIP.	20	12,091	4.8	28.2	16	10,241	4.0	25.1	4	1,850	9.1	45.4
ELECTRICAL PRODUCTS	31	19,447	6.1	32.4	16	13,300	5.4	31.0	15	6,147	7.4	35.4
NON-METALLIC MINERALS	16	6,341	6.8	42.3	3	1,440	6.0	37.4	13	4,901	7.1	43.7
PETROLEUM, OIL	2	680	6.0	37.6	-	-	-	-	2	680	6.0	37.6
CHEMICALS	10	4,875	6.9	38.8	3	650	6.9	38.6	7	4,225	7.0	38.8
MISCELLANEOUS MFG.	11	4,813	7.1	34.4	2	622	6.3	28.5	9	4,191	7.2	35.3
NON-MANUFACTURING (EXCL CONST)	481	458,614	6.8	38.2	56	52,778	6.4	41.4	425	405,836	6.8	37.8
FORESTRY	6	4,100	6.4	50.5	-	-	-	-	6	4,100	6.4	50.5
MINING, QUARRYING	13	6,178	4.1	25.4	11	5,513	3.7	22.8	2	665	8.0	47.8
TRANSPORTATION	34	43,554	6.3	38.4	3	8,295	5.8	37.0	31	35,259	6.4	38.7
STORAGE	1	1,500	3.3	24.0	1	1,500	3.3	24.0	-	-	-	-
COMMUNICATIONS	10	19,479	10.3	40.3	-	-	-	-	10	19,479	10.3	40.3
ELECTRIC, GAS, WATER	13	19,499	6.0	39.5	4	1,309	6.4	40.2	9	18,190	6.0	39.5
WHOLESALE TRADE	3	855	7.4	44.9	1	300	7.6	43.0	2	555	7.3	46.0
RETAIL TRADE	25	35,352	10.5	69.5	7	8,765	11.4	75.7	18	26,587	10.2	67.5
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	2	1,485	5.0	31.3	-	-	-	-	2	1,485	5.0	31.3
EDUCATION, RELATED SERVICES	148	90,523	5.8	37.5	20	13,800	4.8	35.8	128	76,723	5.9	37.8
HEALTH, WELFARE SERVICES ..	86	32,682	5.3	38.0	1	350	4.1	19.3	85	32,332	5.8	30.8
RECREATIONAL SERVICES	2	460	5.3	38.0	-	-	-	-	2	460	5.3	38.0
MANAGEMENT SERVICES	8	2,970	8.3	41.7	-	-	-	-	8	2,970	8.3	41.7
PERSONAL SERVICES	18	7,289	5.7	18.1	2	643	3.8	14.3	16	6,646	5.9	18.4
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	50	108,922	7.2	37.6	2	10,663	7.3	41.1	48	98,259	7.1	37.2
PROVINCIAL ADMINISTRATION ..	7	42,015	6.3	27.9	-	-	-	-	7	42,015	6.3	27.9
LOCAL ADMINISTRATION	55	41,751	5.8	34.1	4	1,640	4.2	22.2	51	40,111	5.9	34.6
CONSTRUCTION	36	34,367	5.7	56.9	-	-	-	-	36	34,367	5.7	56.9

BY INDUSTRY AND DURATION OF AGREEMENT

- 7 -

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST) .	395	328,805	6.3	34.2		330	266,619	7.4	46.7		74	51,309	3.7	22.0		4	2,149	3.5	19.7	
ALL INDUSTRIES (EXCL CONST) .	387	326,573	6.3	34.0		302	234,484	7.6	45.3		74	51,309	3.7	22.0		4	2,149	3.5	19.7	
MANUFACTURING	63	26,115	6.4	33.2		167	84,974	7.3	41.6		53	43,463	3.4	21.1		3	1,349	3.8	26.3	
FOOD, BEVERAGES	11	3,959	7.3	36.2		21	13,237	8.4	55.3		2	520	8.7	53.4		-	-	-	-	
TURACCO	-	-	-	-		4	1,913	8.8	53.2		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		1	250	7.4	38.0		2	980	4.4	24.6		-	-	-	-	
LEATHER	1	325	4.8	24.0		6	2,460	6.2	23.5		-	-	-	-		-	-	-	-	
TEXTILES	2	570	7.5	32.0		13	6,099	7.4	35.3		2	869	5.5	28.4		-	-	-	-	
KNITTING MILLS	-	-	-	-		2	625	7.7	30.8		-	-	-	-		-	-	-	-	
CLOTHING	2	425	6.8	23.0		5	5,793	8.8	40.6		-	-	-	-		-	-	-	-	
WOOD	3	745	6.6	29.6		6	1,721	8.0	46.6		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	3	1,320	7.3	29.8		9	2,481	7.5	33.0		1	250	6.0	23.6		-	-	-	-	
PAPER	1	200	11.1	53.0		28	16,653	6.7	46.3		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	4	2,875	7.3	36.4		3	2,270	6.2	35.6		-	-	-	-		-	-	-	-	
PRIMARY METALS	4	2,310	2.0	12.4		4	1,355	6.4	35.6		12	23,525	2.4	16.2		-	-	-	-	
FABRICATED METALS	6	1,687	5.6	27.0		15	4,051	7.6	38.9		11	3,879	4.1	25.6		3	1,349	3.8	26.3	
MACHINERY	3	1,218	8.2	54.7		4	1,056	6.9	34.9		2	684	4.7	24.8		-	-	-	-	
TRANSPORTATION EQUIP	1	200	6.0	30.0		9	4,735	6.7	36.2		10	7,156	3.5	22.9		-	-	-	-	
ELECTRICAL PRODUCTS	8	3,509	7.2	34.8		17	12,303	6.0	32.5		6	3,635	5.1	29.7		-	-	-	-	
NON-METALLIC MINERALS	4	1,596	5.8	35.2		9	3,180	7.7	48.3		3	1,565	6.2	37.2		-	-	-	-	
PETROLEUM, OIL	2	680	6.0	37.6		-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	4	3,060	6.5	39.0		5	1,615	7.8	38.3		1	200	6.9	38.6		-	-	-	-	
MISCELLANEOUS MFG	4	1,436	6.3	29.0		6	3,177	7.7	38.5		1	200	2.7	8.3		-	-	-	-	
NON-MANUFACTURING (EXCL CONST)	324	300,458	6.3	34.1		135	149,510	7.8	47.4		21	7,846	5.4	26.9		1	800	3.0	8.5	
FORESTRY	-	-	-	-		6	4,100	6.4	50.5		-	-	-	-		-	-	-	-	
MINING, QUARRYING	4	3,265	3.5	19.1		4	1,174	5.7	35.2		5	1,739	4.2	30.7		-	-	-	-	
TRANSPORTATION	25	37,392	6.1	35.2		6	5,235	7.5	57.9		3	927	7.5	55.1		-	-	-	-	
STORAGE	1	1,500	3.3	24.0		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	6	17,014	10.7	41.4		4	2,465	7.4	32.4		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	8	17,511	5.8	38.3		5	1,988	7.8	50.4		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	2	555	7.3	46.0		1	300	7.6	43.0		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		25	35,352	10.5	69.5		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	2	1,485	5.0	31.3		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICES	121	69,629	5.7	36.4		26	20,044	6.1	42.9		1	850	.7	5.5		-	-	-	-	
HEALTH, WELFARE SERVICES	60	23,410	5.2	24.4		26	9,272	7.1	46.6		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	1	260	5.1	40.0		-	-	-	-		1	200	5.5	35.3		-	-	-	-	
MANAGEMENT SERVICES	2	830	13.4	70.4		6	2,140	6.3	30.6		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	1	400	4.9	16.4		6	2,403	5.6	18.9		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		10	3,686	6.4	19.8		-	-	-	-	
FEDERAL ADMINISTRATION	33	44,766	7.0	36.6		16	63,712	7.3	38.2		-	-	-	-		1	800	3.0	8.5	
PROVINCIAL ADMINISTRATION	7	42,015	6.3	27.9		-	-	-	-		1	444	6.5	49.4		-	-	-	-	
LOCAL ADMINISTRATION	51	40,426	5.8	34.3		4	1,325	5.9	29.6		-	-	-	-		-	-	-	-	
CONSTRUCTION	8	2,232	6.8	57.1		28	32,135	5.7	56.9		-	-	-	-		-	-	-	-	

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN 1978, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	29	28,878	5.2	31.7	7.1	74	47,608	7.1	44.8	53	43,731	3.2	20.0	3	1,349	3.8	26.3			
ALL INDUSTRIES (EXCL CONST).	29	28,878	5.2	31.7	7.1	74	47,608	7.1	44.8	53	43,731	3.2	20.0	3	1,349	3.8	26.3			
MANUFACTURING	6	3,265	5.6	33.9	6.1	22,822	6.1	35.1	48	41,352	3.2	20.0	3	1,349	3.8	26.3				
FOOD, BEVERAGES	2	1,080	7.1	38.2	7.6	3,343	7.6	54.1	1	299	8.7	60.0								
TORACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	3	820	5.5	19.8	2	980	4.4	24.6	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	1	300	6.4	28.5	2	869	5.5	28.4	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	1	395	4.9	26.0	6.2	495	6.2	33.5	1	250	6.0	23.6	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	1	750	1.6	10.0	5.0	420	5.0	30.6	12	23,525	2.4	16.2	-	-	-	-	-	-	-	-
FABRICATED METALS	1	290	2.4	10.0	6.8	2,281	6.8	33.8	10	3,029	3.2	20.2	-	-	-	-	-	-	-	-
MACHINERY	1	750	9.1	65.0	6.0	626	6.0	32.6	2	684	4.7	24.8	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	-	6	3,085	5.2	30.3	10	7,156	3.5	22.9	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	-	11	10,165	5.6	32.1	5	3,135	4.9	27.3	-	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	1	215	8.1	60.5	2	1,225	5.6	33.4	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	2	450	6.9	38.6	1	200	6.9	38.6	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	2	622	6.3	28.5	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	23	25,613	5.1	31.4	8.1	24,786	8.1	53.8	5	2,379	2.6	18.7	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	3	2,810	2.8	15.8	5.7	1,174	5.7	35.2	4	1,529	3.6	26.0	-	-	-	-	-	-	-	-
TRANSPORTATION	1	7,300	6.0	38.0	4.5	995	4.5	29.5	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	1	1,500	3.3	24.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	1	216	1.6	11.0	7.3	1,093	7.3	46.0	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	1	300	7.6	43.0	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	7	8,765	11.4	75.7	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	13	9,102	4.7	35.6	6.1	3,848	6.1	43.2	1	850	.7	5.5	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	-	-	-	-	-	1	350	4.1	19.3	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	1	400	4.9	16.4	2.0	243	2.0	11.0	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	1	3,335	8.0	29.0	7.0	7,328	7.0	46.6	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	2	950	3.4	18.1	5.3	690	5.3	27.9	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN 1978, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	366	299,927	6.4	34.4		256	219,011	7.4	47.1		21	7,578	6.8	33.8		1	800	3.0	8.5	
ALL INDUSTRIES (EXCL CONST).	358	297,695	6.4	34.2		228	186,876	7.7	45.4		21	7,578	6.8	33.8		1	800	3.0	8.5	
MANUFACTURING	57	22,850	6.6	33.1		121	62,152	7.7	44.0		5	2,111	7.1	42.3		-	-	-	-	
FOOD, BEVERAGES	9	2,879	7.3	35.4		15	9,894	8.7	55.8		1	221	8.7	44.6		-	-	-	-	
TOBACCO	-	-	-	-		4	1,913	8.8	53.2		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		1	250	7.4	38.0		-	-	-	-		-	-	-	-	
LEATHER	1	325	4.8	24.0		3	1,640	6.6	25.4		-	-	-	-		-	-	-	-	
TEXTILES	2	570	7.5	32.0		12	5,799	7.4	35.7		-	-	-	-		-	-	-	-	
KNITTING MILLS	-	-	-	-		2	625	7.7	30.8		-	-	-	-		-	-	-	-	
CLOTHING	2	425	6.8	23.0		5	5,793	8.8	40.6		-	-	-	-		-	-	-	-	
WOOD	3	745	6.6	29.6		6	1,721	8.0	46.6		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	2	925	8.3	31.4		7	1,986	7.8	32.9		-	-	-	-		-	-	-	-	
PAPER	1	200	11.1	53.0		28	16,653	6.7	46.3		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	4	2,875	7.3	36.4		3	2,270	6.2	35.6		-	-	-	-		-	-	-	-	
PRIMARY METALS	3	1,560	2.1	13.6		2	935	7.1	37.8		-	-	-	-		-	-	-	-	
FABRICATED METALS	5	1,397	6.2	30.6		7	1,770	8.7	45.5		1	850	7.4	45.0		-	-	-	-	
MACHINERY	2	468	6.8	38.3		2	430	8.2	38.4		-	-	-	-		-	-	-	-	
TRANSPORTATION EQUIP	1	200	6.0	30.0		3	1,650	9.5	47.2		-	-	-	-		-	-	-	-	
ELECTRICAL PRODUCTS	8	3,509	7.2	34.8		6	2,138	7.7	34.2		1	500	6.8	44.6		-	-	-	-	
NON-METALLIC MINERALS	4	1,596	5.8	35.2		8	2,965	7.6	47.4		1	340	8.2	51.0		-	-	-	-	
PETROLEUM, OIL	2	680	6.0	37.6		-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	4	3,060	6.5	39.0		3	1,165	8.2	38.2		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	4	1,436	6.3	29.0		4	2,555	8.0	40.9		1	200	2.7	8.3		-	-	-	-	
NON-MANUFACTURING/EXCL CONST	301	274,845	6.4	34.3		107	124,724	7.7	46.1		16	5,467	6.6	30.5		1	800	3.0	8.5	
FORESTRY	-	-	-	-		6	4,100	6.4	50.5		-	-	-	-		-	-	-	-	
MINING, QUARRYING	1	455	7.8	40.0		-	-	-	-		1	210	8.4	64.6		-	-	-	-	
TRANSPORTATION	24	30,092	6.1	34.5		4	4,240	8.2	64.6		3	927	7.5	55.1		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	6	17,014	10.7	41.4		4	2,465	7.4	32.4		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	7	17,295	5.9	38.6		2	895	8.5	55.6		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	2	555	7.3	46.0		-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		18	26,587	10.2	67.5		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	2	1,485	5.0	31.3		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	108	60,527	5.9	36.5		20	16,196	6.2	42.9		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	60	23,410	5.2	24.4		25	8,922	7.2	47.7		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	1	260	5.1	40.0		-	-	-	-		1	200	5.5	35.3		-	-	-	-	
MANAGEMENT SERVICES	2	830	13.4	70.4		6	2,140	6.3	30.6		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		5	2,160	6.0	19.8		10	3,686	6.4	19.8		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	32	41,431	6.9	37.2		15	56,384	7.3	37.1		1	444	6.5	49.4		-	-	-	-	
PROVINCIAL ADMINISTRATION	7	42,015	6.3	27.9		-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	49	39,476	5.9	34.7		2	635	6.5	31.4		-	-	-	-		-	-	-	-	
CONSTRUCTION	8	2,232	6.8	57.1		28	32,135	5.7	56.9		-	-	-	-		-	-	-	-	

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN 1978, BY 12-MONTH
PERIODS AND DURATION OF AGREEMENT

	ALL AGREEMENTS	ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
AVERAGE INCREASE									
NUMBER OF AGREEMENTS	803	29	366	74	256	53	21	3	1
NUMBER OF EMPLOYEES AFFECTED	648,882	28,878	299,927	47,608	219,011	43,731	7,578	1,349	800
AVERAGE PER CENT INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	6.7	5.2	6.4	7.7	7.7	4.4	6.7	6.7	3.6
SECOND 12 MONTHS OF AGREEMENT	6.3	-	1.5	6.2	7.1	2.7	6.6	3.2	3.5
THIRD 12 MONTHS OF AGREEMENT	3.0	-	-	-	-	2.4	6.7	2.0	3.4
FOURTH 12 MONTHS OF AGREEMENT	4.2	-	-	-	-	-	-	4.2	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	6.5	5.2	6.4	7.1	7.4	3.2	6.8	3.8	3.0
AVERAGE CENTS-PER-HOUR INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	38.6	31.7	34.4	45.6	46.5	26.8	29.9	43.7	10.0
SECOND 12 MONTHS OF AGREEMENT	41.3	-	8.0	41.3	46.7	17.4	33.4	22.6	10.0
THIRD 12 MONTHS OF AGREEMENT	19.0	-	-	-	-	16.1	37.3	14.6	10.0
FOURTH 12 MONTHS OF AGREEMENT	30.0	-	-	-	-	-	-	30.0	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	38.3	31.7	34.4	44.8	47.1	20.0	33.8	26.3	8.5

TABLE 10

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES NEGOTIATED IN 1978, BY INDUSTRY, DURATION OF AGREEMENT AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS				
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	
ALL INDUSTRIES (INCL CONST) ..	38.6	41.3	19.0	30.0	34.2	8.0	46.4	45.8	-	27.2	19.8	19.3	-	31.1	17.9	12.9	30.0	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	38.0	39.0	19.0	30.0	34.0	8.0	46.0	43.6	-	27.2	19.8	19.3	-	31.1	17.9	12.9	30.0	-	-	-	-
MANUFACTURING	36.9	32.8	17.3	30.0	33.3	6.0	42.8	40.4	-	27.5	18.5	17.4	-	43.7	22.6	14.6	30.0	-	-	-	-
FOOD, BEVERAGES	47.9	61.2	62.2	-	36.2	-	51.5	61.5	-	44.1	54.0	62.2	-	-	-	-	-	-	-	-	-
TOBACCO	50.7	55.6	-	-	-	-	50.7	55.6	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	31.8	26.6	20.0	-	-	-	39.0	37.0	-	30.0	24.0	20.0	-	-	-	-	-	-	-	-	-
LEATHER	21.6	24.0	-	-	28.0	6.0	20.7	26.4	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	36.4	32.3	27.0	-	32.0	-	37.6	33.1	-	31.3	27.0	27.0	-	-	-	-	-	-	-	-	-
KNITTING MILLS	30.0	31.6	-	-	-	-	30.0	31.6	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	40.1	39.2	-	-	23.0	-	41.4	39.2	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	41.5	46.5	-	-	29.6	-	46.6	46.5	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	30.4	33.5	25.0	-	29.8	-	31.6	34.4	-	21.0	25.0	25.0	-	-	-	-	-	-	-	-	-
PAPER	50.0	42.6	-	-	53.0	-	49.9	42.6	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	36.0	26.2	-	-	36.4	-	35.5	26.2	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	24.1	13.6	11.6	-	12.4	-	40.8	32.6	-	24.3	12.7	11.6	-	-	-	-	-	-	-	-	-
FABRICATED METALS	36.0	28.0	21.4	30.0	27.0	-	42.7	34.5	-	30.1	23.0	23.8	-	43.7	22.6	14.6	30.0	-	-	-	-
MACHINERY	41.8	28.9	25.4	-	54.7	-	37.7	32.2	-	25.2	23.8	25.4	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	31.0	26.2	21.1	-	30.0	-	38.9	33.4	-	25.9	21.4	21.1	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	36.6	28.7	21.0	-	34.8	-	36.1	28.8	-	39.9	28.2	21.0	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	43.1	43.8	38.9	-	35.2	-	48.9	47.7	-	39.5	35.8	38.9	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	37.6	-	-	-	37.6	-	-	-	-	60.0	33.0	23.0	-	-	-	-	-	-	-	-	-
CHEMICALS	39.3	38.5	23.0	-	39.0	-	37.4	39.2	-	15.0	5.0	5.0	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	35.2	35.7	5.0	-	29.0	-	39.3	37.6	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	38.4	44.1	29.2	-	34.1	9.1	47.9	45.3	-	25.6	26.9	31.6	-	10.0	10.0	10.0	-	-	-	-	-
FORESTRY	52.0	49.0	-	-	-	-	52.0	49.0	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	28.5	29.3	29.6	-	19.1	-	44.1	27.7	-	35.4	30.4	29.6	-	-	-	-	-	-	-	-	-
TRANSPORTATION	38.1	64.8	62.5	-	35.2	-	59.3	64.5	-	36.7	66.2	62.5	-	-	-	-	-	-	-	-	-
STORAGE	24.0	-	-	-	24.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	40.5	31.1	-	-	-	-	33.8	31.1	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	39.0	54.8	-	-	38.3	-	45.9	54.8	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	47.7	35.0	-	-	46.0	-	51.0	35.0	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	72.6	66.4	-	-	-	-	72.6	66.4	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	31.3	-	-	-	31.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	37.8	40.6	-	-	36.4	-	44.3	42.0	-	6.7	8.2	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	32.0	39.1	-	-	24.3	9.1	51.4	41.2	-	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	38.4	36.3	36.4	-	40.0	-	-	-	-	36.4	36.3	36.4	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	41.1	31.5	-	-	70.4	-	29.8	31.5	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	18.1	17.8	17.5	-	16.4	-	18.7	19.0	-	19.7	18.8	19.1	-	10.0	10.0	10.0	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	36.4	36.1	74.2	-	36.6	-	36.2	36.2	-	43.3	30.7	74.2	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	27.9	-	-	-	27.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	34.3	23.9	-	-	34.3	-	35.3	23.9	-	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	40.3	61.7	-	-	57.6	-	48.7	61.7	-	-	-	-	-	-	-	-	-	-	-	-	-

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES NEGOTIATED IN 1978, BY INDUSTRY, DURATION OF AGREEMENT AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS							
	FIRST 12 MOS		SECOND 12 MOS		THIRD 12 MOS		FOURTH 12 MOS		FIRST 12 MOS		SECOND 12 MOS		THIRD 12 MOS		FOURTH 12 MOS		FIRST 12 MOS		SECOND 12 MOS		THIRD 12 MOS		FOURTH 12 MOS	
ALL INDUSTRIES (INCL CONST) ..	35.5	29.7	16.0	30.0	31.7	-	45.6	41.3	-	26.8	17.4	16.1	-	43.7	22.6	14.6	30.0							
ALL INDUSTRIES (EXCL CONST) ..	35.5	29.7	16.0	30.0	31.7	-	45.6	41.3	-	26.8	17.4	16.1	-	43.7	22.6	14.6	30.0							
MANUFACTURING	30.6	23.3	15.9	30.0	33.9	-	36.1	34.3	-	26.9	17.4	15.9	-	43.7	22.6	14.6	30.0							
FOOD, BEVERAGES	35.7	73.1	75.0	-	38.2	-	34.0	74.2	-	45.0	60.0	75.0	-	-	-	-	-							
TORACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
RUBBER, PLASTICS	30.0	24.0	20.0	-	-	-	-	-	-	30.0	24.0	20.0	-	-	-	-	-							
LEATHER	20.6	19.0	-	-	-	-	20.6	19.0	-	-	-	-	-	-	-	-	-							
TEXTILES	32.0	26.0	27.0	-	-	-	34.0	23.0	-	31.3	27.0	27.0	-	-	-	-	-							
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
FURNITURE, FIXTURES	28.0	30.9	25.0	-	26.0	-	33.2	33.9	-	21.0	25.0	25.0	-	-	-	-	-							
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
PRIMARY METALS	24.1	12.8	11.6	-	10.0	-	41.2	22.0	-	24.3	12.7	11.6	-	-	-	-	-							
FABRICATED METALS	34.7	21.8	15.1	30.0	10.0	-	40.1	28.6	-	29.0	16.3	15.3	-	43.7	22.6	14.6	30.0							
MACHINERY	43.7	25.2	25.4	-	65.0	-	38.5	26.7	-	25.2	23.8	25.4	-	-	-	-	-							
TRANSPORTATION EQUIP	28.1	23.2	21.1	-	-	-	33.2	27.4	-	25.9	21.4	21.1	-	-	-	-	-							
ELECTRICAL PRODUCTS	38.0	26.6	16.4	-	-	-	37.6	26.7	-	39.2	26.3	16.4	-	-	-	-	-							
NON-METALLIC MINERALS	41.8	34.0	35.5	-	-	-	81.0	40.0	-	34.9	33.0	35.5	-	-	-	-	-							
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
CHEMICALS	40.7	41.3	23.0	-	-	-	32.1	45.1	-	60.0	33.0	23.0	-	-	-	-	-							
MISCELLANEOUS MFG	29.7	27.2	-	-	-	-	29.7	27.2	-	-	-	-	-	-	-	-	-							
NON-MANUFACTURING (EXCL CONST)	41.8	45.3	22.0	-	31.4	-	54.3	47.9	-	23.7	18.8	22.0	-	-	-	-	-							
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
MINING, QUARRYING	26.6	26.0	22.0	-	15.8	-	44.1	27.7	-	33.2	24.7	22.0	-	-	-	-	-							
TRANSPORTATION	38.5	48.0	-	-	38.0	-	42.2	48.0	-	-	-	-	-	-	-	-	-							
STORAGE	24.0	-	-	-	24.0	-	-	-	-	-	-	-	-	-	-	-	-							
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
ELECTRIC, GAS, WATER	35.7	51.5	-	-	11.0	-	40.6	51.5	-	-	-	-	-	-	-	-	-							
WHOLESALE TRADE	51.0	35.0	-	-	-	-	51.0	35.0	-	-	-	-	-	-	-	-	-							
RETAIL TRADE	75.9	75.5	-	-	-	-	75.9	75.5	-	-	-	-	-	-	-	-	-							
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
EDUCATION, RELATED SERVICES	36.6	35.1	-	-	35.6	-	45.7	41.1	-	6.7	8.2	-	-	-	-	-	-							
HEALTH, WELFARE SERVICES ..	19.0	19.7	-	-	-	-	19.0	19.7	-	-	-	-	-	-	-	-	-							
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
PERSONAL SERVICES	14.3	11.0	-	-	16.4	-	11.0	11.0	-	-	-	-	-	-	-	-	-							
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
FEDERAL ADMINISTRATION	38.6	27.0	-	-	29.0	-	43.0	27.0	-	-	-	-	-	-	-	-	-							
PROVINCIAL ADMINISTRATION ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							
LOCAL ADMINISTRATION	26.6	17.5	-	-	18.1	-	38.3	17.5	-	-	-	-	-	-	-	-	-							
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-							

AVERAGE ANNUAL INCREASE		ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	
IN PER CENT		AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
ALL INDUSTRIES, EXCLUDING CONSTRUCTION							
IN PER CENT							
UNDER 4.9 PER CENT	142	95,514	64	54,478	78	41,036	
5.0 - 9.9 PER CENT	581	475,659	85	57,141	496	418,518	
10.0 - 14.9 PER CENT	43	42,452	10	9,947	33	32,505	
15.0 - 19.9 PER CENT	1	890	-	-	1	890	
20.0 - 24.9 PER CENT	-	-	-	-	-	-	
25.0 - 29.9 PER CENT	-	-	-	-	-	-	
30.0 - 34.9 PER CENT	-	-	-	-	-	-	
35.0 - 39.9 PER CENT	-	-	-	-	-	-	
40.0 - 44.9 PER CENT	-	-	-	-	-	-	
45.0 - 49.9 PER CENT	-	-	-	-	-	-	
50.0 PER CENT AND OVER	-	-	-	-	-	-	
AVERAGE	6.5		5.2		6.8		
IN CENTS PER HOUR							
UNDER 9.9 CENTS	12	7,909	4	3,625	8	4,284	
10.0 - 19.9 CENTS	78	58,626	26	31,684	52	26,942	
20.0 - 29.9 CENTS	160	128,226	48	26,684	112	101,542	
30.0 - 39.9 CENTS	231	186,178	36	26,539	195	159,639	
40.0 - 49.9 CENTS	138	120,815	20	15,308	118	105,427	
50.0 - 59.9 CENTS	86	56,189	11	5,527	75	50,662	
60.0 - 69.9 CENTS	35	26,222	5	2,016	30	24,206	
70.0 - 79.9 CENTS	15	21,283	5	7,430	10	13,853	
80.0 - 89.9 CENTS	5	3,904	-	-	5	3,908	
90.0 - 99.9 CENTS	6	3,987	4	2,673	2	1,314	
100.0 CENTS AND OVER	1	1,172	-	-	1	1,172	
AVERAGE	38.3		32.6		39.6		
CONSTRUCTION							
IN PER CENT							
UNDER 4.9 PER CENT	10	13,300	-	-	10	13,300	
5.0 - 9.9 PER CENT	23	18,937	-	-	23	18,937	
10.0 - 14.9 PER CENT	3	2,130	-	-	3	2,130	
15.0 - 19.9 PER CENT	-	-	-	-	-	-	
20.0 - 24.9 PER CENT	-	-	-	-	-	-	
25.0 - 29.9 PER CENT	-	-	-	-	-	-	
30.0 - 34.9 PER CENT	-	-	-	-	-	-	
35.0 - 39.9 PER CENT	-	-	-	-	-	-	
40.0 - 44.9 PER CENT	-	-	-	-	-	-	
45.0 - 49.9 PER CENT	-	-	-	-	-	-	
50.0 PER CENT AND OVER	-	-	-	-	-	-	
AVERAGE	5.7		-		5.7		
IN CENTS PER HOUR							
UNDER 9.9 CENTS	-	-	-	-	-	-	
10.0 - 19.9 CENTS	1	200	-	-	1	200	
20.0 - 29.9 CENTS	1	282	-	-	1	282	
30.0 - 39.9 CENTS	2	3,500	-	-	2	3,500	
40.0 - 49.9 CENTS	6	4,720	-	-	6	4,720	
50.0 - 59.9 CENTS	7	10,560	-	-	7	10,560	
60.0 - 69.9 CENTS	13	11,025	-	-	13	11,025	
70.0 - 79.9 CENTS	5	3,080	-	-	5	3,080	
80.0 - 89.9 CENTS	1	1,000	-	-	1	1,000	
90.0 - 99.9 CENTS	-	-	-	-	-	-	
100.0 CENTS AND OVER	-	-	-	-	-	-	
AVERAGE	56.9		-		56.9		

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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FIRST QUARTER 1979

Prepared by

Research Branch

Ontario Ministry of Labour

June 1979



Hon. Robert Elgie, M.D.
Minister

T. E. Armstrong, Q.C.
Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the first quarter of 1979. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available. It should also be noted that some of the settlements may be subject to revision as a result of rulings by the Anti-Inflation Board.

Beginning with the second quarter of 1976, eight new tables have been included in the report - Tables 1 and 6-12, inclusive. Prior to this period the published data related to average annual increases only, that is, the total increases negotiated for the full term of the agreement, reduced to an annual average. This information is now contained in Tables 1-5 and 13 of the expanded report. Tables 6-12 have been added to provide data showing how the total increase is distributed in each 12 month period of the agreement. The additional data have been made possible by the completion of a new computerized processing system.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as follows: one-year - less than 18 months; two-year - 18 to 29 months; three-year - 30 to 41 months; and four year - 42 to 53 months.

The data in this report were prepared for computer processing by Carolynn McDonald and Kris Krestensen. For further information on any of the tables, please call Carolynn McDonald, Research Branch, Ontario Ministry of Labour (965-6101).

Toronto
June 26, 1979

Highlights

During the first quarter of 1979, 130 agreements covering just over 81,000 employees were negotiated in Ontario for bargaining units of 200 or more employees. The relatively low volume of bargaining activity reflected in these figures is indicative of Ontario's normal seasonal bargaining pattern, although on this occasion the number of employees covered was especially low even by previous first quarter standards. In the non-manufacturing sector, settlements were heavily concentrated in education and related services, and in federal and local administration. In manufacturing, employee coverage was quite evenly spread amongst several industries, with the largest number of agreements concluded occurring in fabricated metals, food and beverage, and paper. Outside of the education sector, major individual bargaining situations resolved in the first quarter of 1979 included those at Rio Algom and Denison Mines, the Metro Toronto Police, Atlas Steels, Polysar, and two Treasury Board contracts involving postal operations. These seven agreements alone covered almost 23,000 employees, or approximately 40 per cent of all non-educational employees affected by first quarter agreements.

The average annual base wage rate increase for all industries combined was 6.8 per cent. This figure has now remained unchanged for three successive quarters. In the manufacturing sector, the average annual base wage rate increase was 7.1 per cent in the first quarter, up from 6.7 per cent in the previous quarter. In the non-manufacturing sector (excluding construction), the average annual increase negotiated in the first quarter of 1979 was 6.6 per cent, down from 6.9 per cent in the fourth quarter of 1978. Finally, the average increase in the construction industry was 7.4 per cent, compared with 5.3 per cent in the previous quarter. However, the latter two figures are based on a very small number of agreements concluded viz. one and three, respectively.

	<u>Average Annual Increases</u>			
	<u>First Quarter</u>		<u>Fourth Quarter</u>	
	<u>1979</u>		<u>1978</u>	
	<u>Per</u>	<u>Cents</u>	<u>Per</u>	<u>Cents</u>
	<u>cent</u>	<u>per hour</u>	<u>cent</u>	<u>per hour</u>
All Industries, including construction..	6.8	44.9	6.8	41.5
Manufacturing	7.1	42.8	6.7	36.4
Non-Manufacturing (excluding construction).	6.6	45.6	6.9	42.3
Construction	7.4	62.7	5.3	59.0

The average annual per cent increase in base wage rates in manufacturing exceeded that in non-manufacturing in the first quarter of 1979, for only the third time in the last four years. Direct comparisons between negotiated wage increases in these two sectors have been rendered somewhat misleading over the past few years by the fact that cost-of-living (COLA) provisions have been much more prevalent in manufacturing than in non-manufacturing agreements. This, in turn, has generally resulted in lower general wage increases in manufacturing contracts, with these increases eventually supplemented by additional COLA increases at some

future date (as the Foreword to this report indicates, the increases accruing from the COLA clauses themselves are not included in the wage data presented in Tables 1-13). In these circumstances, then, it is scarcely surprising that non-manufacturing wage increases have appeared to consistently outpace those in manufacturing. What is interesting about the present development is that manufacturing increases are now higher despite the fact that COLAs remain more common in this sector. In fact, if we examine the inter-sectoral base wage rate increases in agreements without COLA clauses, we find that the manufacturing sector increase has been higher than that in non-manufacturing for the last four quarters. In the first quarter of 1979, the difference was almost a full percentage point (8.6 per cent in manufacturing, 7.7 per cent in non-manufacturing).

Of the 130 major agreements negotiated in the first quarter of 1979, 68 (or 52.3 per cent) were for a two-year duration. One-year agreements comprised only 29.2 per cent of the total, the lowest such proportion since anti-inflation controls were introduced in 1975. At the same time, the proportion of agreements containing COLA clauses rose to 30 per cent, well above the levels experienced during the preceding 3 years.

Average annual base wage rate increases in one-year agreements rose sharply to 8.0 per cent in the first quarter of 1979, from 6.5 per cent in the previous quarter. Increases in two-year agreements rose only slightly, whilst in three-year agreements they declined to 4.2 per cent from 5.0 per cent. Tables 6-12 provide information on the distribution of wage increases over the terms of the agreements negotiated. Increases in the first 12 months of all agreements rose to 7.6 per cent, from 7.1 per cent in the previous quarter. The change was particularly dramatic in the manufacturing sector, where first year increases averaged 9.0 per cent, up from 7.6 per cent. The 9 per cent figure was the highest recorded in any quarter since the third quarter of 1976.

Finally, Table 13 shows that the vast majority of agreements (103 out of 130) still continued to provide average annual base wage rate increases in the 5.0 to 9.9 per cent range. In fact, the proportion of agreements containing increases exceeding 10 per cent per annum remained at around 8.5 per cent, the same as in the fourth quarter of 1978.

TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1979, BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	130	38	68	23	1	-
NUMBER OF EMPLOYEES AFFECTED	81,219	28,341	30,531	21,747	600	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	6.8	8.0	7.4	4.2	10.4	-
AGREEMENTS WITH COL CLAUSE	4.4	5.3	6.7	4.0	-	-
AGREEMENTS WITHOUT COL CLAUSE	7.9	8.1	7.6	7.4	10.4	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	44.9	53.0	49.7	27.1	57.1	-
AGREEMENTS WITH COL CLAUSE	32.3	35.8	45.4	26.8	-	-
AGREEMENTS WITHOUT COL CLAUSE	52.4	53.9	51.3	35.3	57.1	-

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1979, BY INDUSTRY

INDUSTRY	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST)...	130	81,219	6.8	44.9	39	30,459	4.8	32.3	91	50,760	7.9	52.4
ALL INDUSTRIES (EXCL CONST)...	129	80,819	6.8	44.8	39	30,459	4.8	32.3	90	50,360	7.9	52.4
MANUFACTURING	60	24,090	7.1	42.8	29	12,292	5.7	33.1	31	11,798	8.6	52.8
FOOD, BEVERAGES	8	2,164	11.8	79.5	1	210	7.3	46.6	7	1,954	12.3	83.0
TUBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	2	410	8.2	35.2	-	-	-	-	2	410	8.2	35.2
KNITTING MILLS	1	225	8.6	32.5	-	-	-	-	1	225	8.6	32.5
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	4	1,427	4.9	46.5	3	1,133	9.2	46.6	1	294	7.8	46.0
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	8	3,228	5.7	34.0	2	826	4.9	24.9	6	2,402	6.0	37.2
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	3	3,230	3.7	24.8	3	3,230	3.7	24.8	-	-	-	-
FABRICATED METALS	10	3,329	5.9	35.8	9	3,129	5.8	34.7	1	200	8.5	52.5
MACHINERY	2	653	9.7	51.2	1	323	10.8	52.5	1	330	8.6	50.0
TRANSPORTATION EQUIP	6	2,192	8.6	43.6	2	624	9.0	43.7	4	1,568	8.4	43.5
ELECTRICAL PRODUCTS	5	1,910	5.1	25.3	4	1,485	4.1	20.6	1	425	8.4	41.5
NON-METALLIC MINERALS	4	1,092	8.2	55.2	2	502	7.1	43.1	2	590	9.2	65.6
PETROLEUM, OIL	1	400	7.9	55.0	-	-	-	-	1	400	7.9	55.0
CHEMICALS	4	2,850	8.1	55.1	1	500	5.1	44.5	3	2,350	8.7	57.4
MISCELLANEOUS MFG	2	980	8.6	45.3	1	330	9.5	51.0	1	650	8.2	42.5
NON-MANUFACTURING (EXCL CONST)	69	56,729	6.6	45.6	10	18,167	4.2	31.7	59	38,562	7.7	52.2
FORESTRY	3	685	6.3	50.2	-	-	-	-	3	685	6.3	50.2
MINING, QUARRYING	3	2,886	4.7	33.3	3	2,886	4.7	33.3	-	-	-	-
TRANSPORTATION	3	749	7.5	73.1	-	-	-	-	3	749	7.5	73.1
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	1	230	7.3	33.5	-	-	-	-	1	230	7.3	33.5
ELECTRIC, GAS, WATER	3	1,224	8.9	45.9	1	354	9.2	44.1	2	870	8.8	46.7
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	1	600	12.2	40.0	-	-	-	-	1	600	12.2	40.0
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	32	24,252	7.3	49.5	4	4,947	5.5	49.4	28	19,305	7.8	49.5
HEALTH, WELFARE SERVICES	2	687	4.6	24.1	-	-	-	-	2	687	4.6	24.1
RECREATIONAL SERVICES	1	200	5.4	18.3	-	-	-	-	1	200	5.4	18.3
MANAGEMENT SERVICES	1	400	8.4	64.1	-	-	-	-	1	400	8.4	64.1
PERSONAL SERVICES	1	270	5.2	16.3	-	-	-	-	1	270	5.2	16.3
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	10	16,479	4.8	35.8	1	9,740	3.2	21.6	9	6,739	7.1	56.4
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	8	8,067	8.0	59.0	1	240	6.8	38.5	7	7,827	8.0	59.6
CONSTRUCTION	1	400	7.4	62.7	-	-	-	-	1	400	7.4	62.7

**AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1979,
BY INDUSTRY AND DURATION OF AGREEMENT**

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	38	28,341	8.0	53.0		68	30,531	7.4	49.7		23	21,747	4.2	27.1		1	600	10.4	57.1	
ALL INDUSTRIES (EXCL CONST).	38	28,341	8.0	53.0		67	30,131	7.4	49.5		23	21,747	4.2	27.1		1	600	10.4	57.1	
MANUFACTURING	5	1,864	9.6	63.0		37	13,455	7.7	45.7		17	8,171	5.4	32.3		1	600	10.4	57.1	
FOOD, BEVERAGES	2	694	16.1	119.8		5	1,260	10.3	62.7		1	210	7.3	46.6		-	-	-	-	
TUBACCO	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
LEATHER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TEXTILES	-	-	-	-		2	410	8.2	35.2		-	-	-	-		-	-	-	-	
KNITTING MILLS	-	-	-	-		1	225	8.6	32.5		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
WOOD	-	-	-	-		3	1,127	8.9	45.2		1	300	9.1	51.3		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PAPER	-	-	-	-		7	2,902	5.4	33.0		1	326	8.7	43.0		-	-	-	-	
PRINTING, PUBLISHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PRIMARY METALS	-	-	-	-		-	-	-	-		3	3,230	3.7	24.8		-	-	-	-	
FABRICATED METALS	1	370	8.1	36.2		3	757	6.3	34.0		6	2,202	5.5	36.3		-	-	-	-	
MACHINERY	-	-	-	-		2	653	9.7	51.2		-	-	-	-		-	-	-	-	
TRANSPORTATION EQUIP	-	-	-	-		3	824	7.8	37.3		2	768	7.9	39.7		1	600	10.4	57.1	
ELECTRICAL PRODUCTS	1	380	-	-		2	645	7.4	37.4		2	885	5.6	27.3		-	-	-	-	
NON-METALLIC MINERALS	-	-	-	-		3	842	8.3	60.2		1	250	7.9	38.6		-	-	-	-	
PETROLEUM, OIL	-	-	-	-		1	400	7.9	55.0		-	-	-	-		-	-	-	-	
CHEMICALS	1	420	8.9	50.0		3	2,430	7.9	56.0		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		2	980	8.6	45.3		-	-	-	-		-	-	-	-	
NON-MANUFACTURING EXCL CONST	33	26,477	7.9	52.3		30	16,676	7.1	52.6		6	13,576	3.5	24.0		-	-	-	-	
FORESTRY	-	-	-	-		3	685	6.3	50.2		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		-	-	-	-		3	2,886	4.7	33.3		-	-	-	-	
TRANSPORTATION	1	209	7.0	47.0		2	540	7.6	83.2		-	-	-	-		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	-	-	-	-		1	230	7.3	33.5		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		3	1,224	8.9	45.9		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		1	600	12.2	40.0		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	22	15,437	8.0	48.2		9	8,065	6.5	54.5		1	750	2.2	22.3		-	-	-	-	
HEALTH, WELFARE SERVICES	1	480	3.6	16.0		1	207	6.9	42.9		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		1	200	5.4	18.3		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		1	400	8.4	64.1		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		1	270	5.2	16.3		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	3	2,769	7.2	61.2		6	3,970	7.1	53.0		1	9,740	3.2	21.6		-	-	-	-	
PROVINCIAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	6	7,582	8.1	60.0		2	485	7.1	43.0		-	-	-	-		-	-	-	-	
CONSTRUCTION	-	-	-	-		1	400	7.4	62.7		-	-	-	-		-	-	-	-	

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN FIRST QUARTER OF 1979, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	4	1,312	5.3	35.8		15	8,368	6.7	45.4		20	20,779	4.0	26.8		-	-	-	-	
ALL INDUSTRIES (EXCL CONST).	4	1,312	5.3	35.8		15	8,368	6.7	45.4		20	20,779	4.0	26.8		-	-	-	-	
MANUFACTURING	2	750	4.0	17.8		12	4,139	7.1	38.9		15	7,403	5.1	31.5		-	-	-	-	
FOOD, BEVERAGES	-	-	-	-		-	-	-	-		1	210	7.3	46.6		-	-	-	-	
TURACCO	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
LEATHER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TEXTILES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
KNITTING MILLS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
WOOD	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		2	833	9.3	45.0		1	300	9.1	51.3		-	-	-	-	
PAPER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	-	-	-	-		1	500	2.4	13.2		1	326	8.7	43.0		-	-	-	-	
PRIMARY METALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FABRICATED METALS	1	370	8.1	36.2		2	557	5.5	27.3		3	3,230	3.7	24.8		-	-	-	-	
MACHINERY	-	-	-	-		1	323	10.8	52.5		6	2,202	5.5	36.3		-	-	-	-	
TRANSPORTATION EQUIP	-	-	-	-		2	624	9.0	43.7		-	-	-	-		-	-	-	-	
ELECTRICAL PRODUCTS	1	380	-	-		1	220	5.5	29.5		2	885	5.6	27.3		-	-	-	-	
NON-METALLIC MINERALS	-	-	-	-		1	252	6.4	47.5		1	250	7.9	38.6		-	-	-	-	
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	-	-	-	-		1	500	5.1	44.5		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		1	330	9.5	51.0		-	-	-	-		-	-	-	-	
NON-MANUFACTURING(EXCL CONST)	2	562	7.1	59.7		3	4,229	6.3	51.8		5	13,376	3.4	24.1		-	-	-	-	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		-	-	-	-		3	2,886	4.7	33.3		-	-	-	-	
TRANSPORTATION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		1	354	9.2	44.1		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE ...	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	2	562	7.1	59.7		1	3,635	6.0	53.5		1	750	2.2	22.3		-	-	-	-	
HEALTH, WELFARE SERVICES ..	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES ...	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION ...	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION ..	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	-	-	-	-		1	240	6.8	38.5		-	-	-	-		-	-	-	-	
CONSTRUCTION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN FIRST QUARTER OF 1979, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	34	27,029	8.1	53.9		53	22,163	7.6	51.3		3	968	7.4	35.3		1	600	10.4	57.1	
ALL INDUSTRIES (EXCL CONST).	34	27,029	8.1	53.9		52	21,763	7.6	51.1		3	968	7.4	35.3		1	600	10.4	57.1	
MANUFACTURING	3	1,114	13.4	93.5		25	9,316	8.0	48.7		2	768	7.9	39.7		1	600	10.4	57.1	
FOOD, BEVERAGES	2	694	16.1	119.8		5	1,260	10.3	62.7		-	-	-	-		-	-	-	-	
TOBACCO	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
LEATHER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TEXTILES	-	-	-	-		2	410	8.2	35.2		-	-	-	-		-	-	-	-	
KNITTING MILLS	-	-	-	-		1	225	8.6	32.5		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
WOOD	-	-	-	-		1	294	7.8	46.0		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PAPER	-	-	-	-		6	2,402	6.0	37.2		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PRIMARY METALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FABRICATED METALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MACHINERY	-	-	-	-		1	200	8.5	52.5		-	-	-	-		-	-	-	-	
TRANSPORTATION EQUIP	-	-	-	-		1	330	8.6	50.0		-	-	-	-		-	-	-	-	
ELECTRICAL PRODUCTS	-	-	-	-		1	200	4.1	17.5		2	768	7.9	39.7		1	600	10.4	57.1	
NON-METALLIC MINERALS	-	-	-	-		1	425	8.4	41.5		-	-	-	-		-	-	-	-	
PETROLEUM, OIL	-	-	-	-		2	590	9.2	65.6		-	-	-	-		-	-	-	-	
CHEMICALS	-	-	-	-		1	400	7.9	55.0		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	1	420	8.9	50.0		2	1,930	8.6	59.0		-	-	-	-		-	-	-	-	
NON-MANUFACTURING (EXCL CONST)	31	25,915	7.9	52.2		27	12,447	7.4	52.9		1	200	5.4	18.3		-	-	-	-	
FORESTRY	-	-	-	-		3	685	6.3	50.2		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TRANSPORTATION	1	209	7.0	47.0		2	540	7.6	83.2		-	-	-	-		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	-	-	-	-		1	230	7.3	33.5		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		2	870	8.8	46.7		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		1	600	12.2	40.0		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE ..	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	20	14,875	8.1	47.8		8	4,430	6.9	55.4		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	1	480	3.6	16.0		1	207	6.9	42.9		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		1	200	5.4	18.3		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		1	400	8.4	64.1		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		1	270	5.2	16.3		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES ..	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION ..	3	2,769	7.2	61.2		6	3,970	7.1	53.0		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	6	7,582	8.1	60.0		1	245	7.3	47.5		-	-	-	-		-	-	-	-	
CONSTRUCTION	-	-	-	-		1	400	7.4	62.7		-	-	-	-		-	-	-	-	

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED 1ST FIRST QUARTER OF 1979,
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

AVERAGE INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
NUMBER OF AGREEMENTS	130	4	34	15	53	20	3	-	1
NUMBER OF EMPLOYEES AFFECTED	81,219	1,312	27,029	8,368	22,163	20,779	968	-	600
AVERAGE PER CENT INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	7.6	5.3	8.1	7.5	7.8	6.4	8.6	-	18.6
SECOND 12 MONTHS OF AGREEMENT	5.2	-	3.4	6.0	7.4	2.4	6.7	-	10.5
THIRD 12 MONTHS OF AGREEMENT	2.8	-	-	-	-	2.5	6.9	-	7.9
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	6.8	5.3	8.1	6.7	7.6	4.0	7.4	-	10.4
AVERAGE CENTS-PER-HOUR INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	48.5	35.8	53.6	48.0	50.0	40.7	38.0	-	90.0
SECOND 12 MONTHS OF AGREEMENT	35.9	-	29.3	42.8	52.0	16.4	32.6	-	60.0
THIRD 12 MONTHS OF AGREEMENT	18.9	-	-	-	-	17.2	35.1	-	50.0
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	44.9	35.8	53.9	45.4	51.3	26.8	35.3	-	57.1

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1979,
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS	FIRST 12 MOS	SECOND 12 MOS	FIRST 12 MOS	SECOND 12 MOS	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS
ALL INDUSTRIES (INCL CONST) ..	8.1	7.2	7.3	-	8.1	3.4	7.8	7.4	-	8.6	6.7	6.9	-	18.6	10.5	7.9	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	8.1	7.2	7.3	-	8.1	3.4	7.8	7.4	-	8.6	6.7	6.9	-	18.6	10.5	7.9	-	-	-	-
MANUFACTURING	9.8	7.7	7.5	-	13.4	-	8.8	7.6	-	9.2	7.3	7.2	-	18.6	10.5	7.9	-	-	-	-
FOOD, BEVERAGES	13.2	8.9	-	-	16.1	-	11.6	8.9	-	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	8.9	7.4	-	-	-	-	8.9	7.4	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	9.7	7.6	-	-	-	-	9.7	7.6	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	8.1	7.5	-	-	-	-	8.1	7.5	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	5.8	5.5	-	-	-	-	6.8	6.5	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	10.1	6.9	-	-	-	-	10.1	6.9	-	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	9.0	8.2	-	-	-	-	9.0	8.2	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	12.1	8.1	7.5	-	-	-	3.6	4.6	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	8.9	8.0	-	-	-	-	8.9	8.0	-	9.2	7.3	7.2	-	18.6	10.5	7.9	-	-	-	-
NON-METALLIC MINERALS	9.6	8.8	-	-	-	-	9.6	8.8	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	8.4	7.5	-	-	-	-	8.4	7.5	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	9.3	7.9	-	-	8.9	-	9.4	7.9	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	9.4	6.9	-	-	-	-	9.4	6.9	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	7.6	6.8	5.6	-	7.9	3.4	7.1	7.3	-	6.2	4.4	5.6	-	-	-	-	-	-	-	-
FORESTRY	5.8	5.9	-	-	-	-	6.8	5.9	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	5.1	5.8	-	-	7.0	-	8.5	6.8	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	7.7	7.0	-	-	-	-	7.7	7.0	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	8.0	7.6	-	-	-	-	8.0	7.6	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	12.9	11.4	-	-	-	-	12.9	11.4	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	7.7	7.0	-	-	8.1	3.4	6.5	7.4	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	4.6	6.9	-	-	3.6	-	7.0	6.9	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	6.2	4.4	5.6	-	-	-	-	-	-	6.2	4.4	5.6	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	8.7	8.0	-	-	-	-	8.7	8.0	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	4.9	5.9	-	-	-	-	4.9	5.9	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	5.7	6.0	-	-	7.1	3.5	6.4	6.9	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	8.1	6.9	-	-	8.1	-	7.6	6.9	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	5.1	7.5	-	-	-	-	5.1	7.5	-	-	-	-	-	-	-	-	-	-	-	-

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1979, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	42.5	24.0	17.2	-	35.8	-	48.0	42.8	-	40.7	16.4	17.2	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	42.5	24.0	17.2	-	35.8	-	48.0	42.8	-	40.7	16.4	17.2	-	-	-	-	-	-	-	-
MANUFACTURING	47.4	25.7	22.2	-	17.8	-	45.4	31.8	-	51.5	22.3	22.2	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	70.0	30.0	40.0	-	-	-	-	-	-	70.0	30.0	40.0	-	-	-	-	-	-	-	-
TORACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	53.7	40.0	50.0	-	-	50.0	40.0	-	-	64.0	40.0	50.0	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	27.4	23.8	33.0	-	-	12.0	10.0	-	-	51.0	45.0	33.0	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	53.2	10.7	11.0	-	-	-	-	-	-	53.2	10.7	11.0	-	-	-	-	-	-	-	-
FABRICATED METALS	47.0	29.2	25.5	-	36.2	-	-	-	-	52.4	31.1	25.5	-	-	-	-	-	-	-	-
MACHINERY	70.0	35.0	-	-	-	70.0	35.0	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	49.8	37.6	-	-	-	49.8	37.6	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	27.0	23.8	21.6	-	-	31.0	28.0	-	-	37.6	22.8	21.6	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	47.5	37.0	42.0	-	-	55.0	40.0	-	-	40.0	34.0	42.0	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	62.0	27.0	-	-	-	62.0	27.0	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	51.0	51.0	-	-	-	51.0	51.0	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	39.2	22.9	14.7	-	59.7	-	50.5	53.5	-	34.7	13.2	14.7	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	71.4	10.0	10.0	-	-	-	-	-	-	71.4	10.0	10.0	-	-	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	46.0	46.0	-	-	-	46.0	46.0	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	46.0	50.7	30.3	-	59.7	-	51.9	55.1	-	7.2	29.4	30.3	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	26.0	13.0	15.0	-	-	-	-	-	-	26.0	13.0	15.0	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	36.6	40.4	-	-	-	36.6	40.4	-	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

AVERAGE ANNUAL INCREASE IN PER CENT	ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
ALL INDUSTRIES, EXCLUDING CONSTRUCTION						
UNDER 4.9 PER CENT	16	19,202	11	16,586	5	2,616
5.0 - 9.9 PER CENT	102	53,155	27	13,550	75	39,605
10.0 - 14.9 PER CENT	9	7,783	1	323	8	7,460
15.0 - 19.9 PER CENT	2	679	-	-	2	679
20.0 - 24.9 PER CENT	-	-	-	-	-	-
25.0 - 29.9 PER CENT	-	-	-	-	-	-
30.0 - 34.9 PER CENT	-	-	-	-	-	-
35.0 - 39.9 PER CENT	-	-	-	-	-	-
40.0 - 44.9 PER CENT	-	-	-	-	-	-
45.0 - 49.9 PER CENT	-	-	-	-	-	-
50.0 PER CENT AND OVER	-	-	-	-	-	-
AVERAGE	6.8		4.8		7.9	
IN CENTS PER HOUR						
UNDER 9.9 CENTS	3	1,321	1	380	2	941
10.0 - 19.9 CENTS	6	2,350	2	1,200	4	1,150
20.0 - 29.9 CENTS	12	14,848	7	12,720	5	2,128
30.0 - 39.9 CENTS	25	11,434	12	6,646	13	4,788
40.0 - 49.9 CENTS	33	13,355	12	4,608	21	8,747
50.0 - 59.9 CENTS	32	23,077	4	4,588	28	18,489
60.0 - 69.9 CENTS	8	9,847	-	-	8	9,847
70.0 - 79.9 CENTS	6	2,758	1	317	5	2,441
80.0 - 89.9 CENTS	2	1,055	-	-	2	1,055
90.0 - 99.9 CENTS	-	-	-	-	-	-
100.0 CENTS AND OVER	2	774	-	-	2	774
AVERAGE	44.9		32.3		52.4	

CONSTRUCTION						
AVERAGE ANNUAL INCREASE IN PER CENT	ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
UNDER 4.9 PER CENT	-	-	-	-	-	-
5.0 - 9.9 PER CENT	1	400	-	-	1	400
10.0 - 14.9 PER CENT	-	-	-	-	-	-
15.0 - 19.9 PER CENT	-	-	-	-	-	-
20.0 - 24.9 PER CENT	-	-	-	-	-	-
25.0 - 29.9 PER CENT	-	-	-	-	-	-
30.0 - 34.9 PER CENT	-	-	-	-	-	-
35.0 - 39.9 PER CENT	-	-	-	-	-	-
40.0 - 44.9 PER CENT	-	-	-	-	-	-
45.0 - 49.9 PER CENT	-	-	-	-	-	-
50.0 PER CENT AND OVER	-	-	-	-	-	-
AVERAGE	7.4		-		7.4	
IN CENTS PER HOUR						
UNDER 9.9 CENTS	-	-	-	-	-	-
10.0 - 19.9 CENTS	-	-	-	-	-	-
20.0 - 29.9 CENTS	-	-	-	-	-	-
30.0 - 39.9 CENTS	-	-	-	-	-	-
40.0 - 49.9 CENTS	-	-	-	-	-	-
50.0 - 59.9 CENTS	-	-	-	-	-	-
60.0 - 69.9 CENTS	1	400	-	-	1	400
70.0 - 79.9 CENTS	-	-	-	-	-	-
80.0 - 89.9 CENTS	-	-	-	-	-	-
90.0 - 99.9 CENTS	-	-	-	-	-	-
100.0 CENTS AND OVER	-	-	-	-	-	-
AVERAGE	62.7		-		62.7	

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Ontario
Ministry of
Labour

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, SECOND QUARTER 1979



Prepared by
Research Branch
Ontario Ministry of Labour
October 1979

Hon. Robert Elgie, M.D.
Minister

T.E. Armstrong, Q.C.
Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the second quarter of 1979. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available. It should also be noted that some of the settlements may be subject to revision as a result of rulings by the Anti-Inflation Board.

Beginning with the second quarter of 1976, eight new tables have been included in the report - Tables 1 and 6-12, inclusive. Prior to this period the published data related to average annual increases only, that is, the total increases negotiated for the full term of the agreement, reduced to an annual average. This information is now contained in Tables 1-5 and 13 of the expanded report. Tables 6-12 have been added to provide data showing how the total increase is distributed in each 12 month period of the agreement. The additional data have been made possible by the completion of a new computerized processing system.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as follows: one-year - less than 18 months; two-year - 18 to 29 months; three-year - 30 to 41 months; and four-year - 42 to 53 months.

The data in this report were prepared for computer processing by Carolyn McDonald and Kris Krestensen. For further information on any of the tables, please call Carolyn McDonald, Research Branch, Ontario Ministry of Labour (965-6101).

Highlights

During the second quarter of 1979, 203 agreements covering almost 229,000 employees were negotiated in Ontario for bargaining units of 200 or more employees. The number of employees covered was the highest for any quarter during the past 3 years, and was almost three times the number covered by major agreements negotiated in the first quarter of 1979. This large increase in employee coverage was almost entirely accounted for by the non-manufacturing sector, and in particular public administration and the transportation industry. Major bargaining situations resolved during the second quarter of 1979 included those involving employees of the Ontario government, Ontario Hydro, Inco Metals, Northern Telecom and the Toronto Transit Commission. In addition, there were a number of key settlements in federal and local administration, education, health services and the railways.

The average annual base wage rate increase for all industries combined was 7.7 per cent, up significantly from the 6.8 per cent figure recorded in each of the previous three quarters, and the highest quarterly increase for more than two years. In the manufacturing sector, the average annual base wage rate increase was 7.9 per cent in the second quarter, up from 7.1 per cent in the first quarter of 1979. In non-manufacturing (excluding construction), the second quarter figure was 7.8 per cent, compared with 6.6 per cent in the previous quarter. In the construction industry, second quarter increases were considerably lower than those in the first quarter (3.8 per cent, compared with 7.4 per cent). However, the small number of construction agreements negotiated in each of these quarters suggests that in this case the quarter-to-quarter change in negotiated wage increases cannot be regarded as of any major significance.

	<u>Average Annual Increases</u>			
	<u>Second Quarter</u>		<u>First Quarter</u>	
	<u>1979</u>		<u>1979</u>	
	<u>Per</u>	<u>Cents</u>	<u>Per</u>	<u>Cents</u>
	<u>cent</u>	<u>per hour</u>	<u>cent</u>	<u>per hour</u>
All Industries, including construction	7.7	45.5	6.8	44.9
Manufacturing	7.9	44.4	7.1	42.8
Non-Manufacturing (excluding construction)	7.8	45.7	6.6	45.6
Construction	3.8	41.5	7.4	62.7

Increases in the manufacturing sector remained slightly above those in non-manufacturing, although the difference between these figures narrowed in the second quarter. However, average annual base wage rate increases in agreements without cost-of-living (COLA) clauses were much higher in manufacturing than in non-manufacturing (9.7 per cent, compared with 8.0 per cent). In making comparisons between the two sectors, the rate of wage increase in agreements without COLA clauses is perhaps a

more meaningful indicator than the rate of increase in all agreements, simply because the greater prevalence of COLA clauses in the manufacturing sector tends to bias overall inter-sectoral comparisons. Of course, the non-manufacturing figures are heavily influenced by public sector collective bargaining developments, whilst the reverse is the case in manufacturing. It is interesting to note that in the first 6 months of 1979, private sector base wage rate increases in Ontario clearly exceeded those in the public sector both for agreements with COLA and for agreements without COLA. The average annual increases in the private sector were 6.2 per cent (with COLA) and 8.9 per cent (without COLA), compared with the corresponding public sector figures of 5.6 and 7.9 per cent respectively. These figures relate to major agreements only (i.e. covering 200 or more Ontario employees), and, in the case of agreements with COLA, they do not take account of future increases which may result from the COLA clauses themselves.

Almost 56 per cent of the major agreements negotiated in the second quarter of 1979 were of a two-year duration, with just under 30 per cent of a one-year duration. These proportions are very similar to those for the first quarter of this year, reinforcing the view that agreement duration is gradually returning to a pattern more typical of the pre-controls era than of the last few years when one-year agreements predominated. In the second quarter of 1979, the average annual base wage rate increase in one-year agreements was 7.9 per cent, in two-year agreements 8.2 per cent and in three-year agreements 6.6 per cent. The latter two figures are significantly above the corresponding first quarter increases of 7.4 and 4.2 per cent respectively.

Tables 6-12 provide a breakdown of base wage rate increases by 12-month periods. The average first year increase was 8.5 per cent, up from 7.6 per cent in the previous quarter. Second and third year increases rose even more sharply to 6.8 and 5.1 per cent respectively. In each case, these increases are the highest recorded in any quarter over the past two years.

Table 13 provides a further indication of the apparent gradual escalation in negotiated wage increases. More than 15 per cent of the agreements concluded in the second quarter of 1979 (31 of 203) provided for average annual base wage increases in excess of 10 per cent, compared with less than 9 per cent in each of the previous two quarters. However, the vast majority of agreements (150 of 203) still contained increases in the 5.0 to 9.9 per cent range.

TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1979, BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	203	60	111	32	-	-
NUMBER OF EMPLOYEES AFFECTED	228,913	110,469	73,940	44,504	-	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	7.7	7.9	8.2	6.6	-	-
AGREEMENTS WITH COL CLAUSE	6.6	4.3	7.7	6.1	-	-
AGREEMENTS WITHOUT COL CLAUSE	8.1	7.9	8.3	8.9	-	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	45.5	45.7	45.8	44.6	-	-
AGREEMENTS WITH COL CLAUSE	44.1	37.0	50.0	41.5	-	-
AGREEMENTS WITHOUT COL CLAUSE	45.9	45.7	44.5	60.5	-	-

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING
200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1979, BY INDUSTRY

INDUSTRY	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER (CENT)	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST) ..	203	228,913	7.7	45.5	46	54,500	6.6	44.1	157	174,413	8.1	45.9
ALL INDUSTRIES (EXCL CONST) ..	198	226,613	7.8	45.5	46	54,500	6.6	44.1	152	172,113	8.1	46.0
MANUFACTURING	62	29,678	7.9	44.4	25	13,129	5.5	34.3	37	16,549	9.7	52.4
FOOD, BEVERAGES	9	3,490	9.9	55.5	2	1,050	9.2	49.2	7	2,440	10.2	58.2
TUBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	1	342	5.0	26.6	1	342	5.0	26.6	-	-	-	-
LEATHER	1	300	11.4	60.5	-	-	-	-	1	300	11.4	60.5
TEXTILES	3	934	10.2	42.0	-	-	-	-	3	934	10.2	42.0
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	2	1,525	8.7	29.8	-	-	-	-	2	1,525	8.7	29.8
WOOD	1	240	10.8	45.0	-	-	-	-	1	240	10.8	45.0
FURNITURE, FIXTURES	1	620	9.0	40.0	1	620	9.0	40.0	-	-	-	-
PAPER	3	650	9.3	47.3	-	-	-	-	3	650	9.3	47.3
PRINTING, PUBLISHING	3	2,605	9.4	47.2	-	-	-	-	3	2,605	9.4	47.2
PRIMARY METALS	4	2,307	6.7	44.9	3	1,722	3.2	21.1	1	585	17.2	115.0
FABRICATED METALS	3	948	9.1	49.1	1	440	8.4	48.5	2	508	9.7	49.7
MACHINERY	5	1,325	7.4	42.0	3	845	6.7	40.9	2	480	8.8	44.0
TRANSPORTATION EQUIP	6	2,331	5.6	40.3	5	2,056	5.2	38.0	1	275	8.8	57.5
ELECTRICAL PRODUCTS	11	7,551	6.3	37.2	6	4,804	4.2	27.9	5	2,747	10.0	53.4
NON-METALLIC MINERALS	4	2,335	8.5	56.6	2	915	8.0	52.6	2	1,400	8.9	59.2
PETROLEUM, OIL	1	225	8.0	54.5	-	-	-	-	1	225	8.0	54.5
CHEMICALS	2	1,420	8.1	54.1	-	-	-	-	2	1,420	8.1	54.1
MISCELLANEOUS MFG	2	530	8.4	38.2	1	315	7.9	34.2	1	215	9.1	44.0
NON-MANUFACTURING (EXCL CONST)	136	196,935	7.8	45.7	21	41,371	7.0	47.3	115	155,564	8.0	45.3
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	8	14,384	4.2	29.7	7	13,854	3.9	27.7	1	530	13.9	82.5
TRANSPORTATION	12	29,989	8.7	58.7	9	24,002	8.7	57.7	3	5,987	8.8	62.8
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	4	16,369	8.1	57.3	-	-	-	-	4	16,369	8.1	57.3
WHOLESALE TRADE	3	940	11.6	63.2	1	205	6.7	38.3	2	735	12.9	70.2
RETAIL TRADE	3	3,985	7.8	35.5	-	-	-	-	3	3,985	7.8	35.5
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	2	1,720	8.4	40.1	-	-	-	-	2	1,720	8.4	40.1
EDUCATION, RELATED SERVICES	32	18,095	7.2	53.2	-	-	-	-	31	15,845	7.4	53.1
HEALTH, WELFARE SERVICES ..	28	11,378	7.1	36.4	1	2,250	6.0	53.5	28	11,378	7.1	36.4
RECREATIONAL SERVICES	2	570	9.3	67.2	-	-	-	-	2	570	9.3	67.2
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	1	380	6.0	25.3	-	-	-	-	1	380	6.0	25.3
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	17	36,370	8.1	43.6	-	-	-	-	17	36,370	8.1	43.6
PROVINCIAL ADMINISTRATION ..	9	53,965	8.1	41.1	-	-	-	-	9	53,965	8.1	41.1
LOCAL ADMINISTRATION	15	8,790	7.6	43.2	3	1,060	10.3	54.1	12	7,730	7.2	41.7
CONSTRUCTION	5	2,300	3.8	41.5	-	-	-	-	5	2,300	3.8	41.5

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN SECOND QUARTER OF 1979, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER (CENT)	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	1	314	4.3	37.0		20	16,941	7.7	50.0		25	37,245	6.1	41.5		-	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	1	314	4.3	37.0		20	16,941	7.7	50.0		25	37,245	6.1	41.5		-	-	-	-	-
MANUFACTURING	-	-	-	-		10	4,121	8.4	46.6		15	9,008	4.2	28.6		-	-	-	-	-
FOOD, BEVERAGES	-	-	-	-		2	1,050	9.2	49.2		-	-	-	-		-	-	-	-	-
TURACCO	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		1	342	5.0	26.6		-	-	-	-	-
LEATHER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
TEXTILES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
KNITTING MILLS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
CLOTHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
WOOD	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-		1	620	9.0	40.0		-	-	-	-		-	-	-	-	-
PAPER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
PRIMARY METALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
FABRICATED METALS	-	-	-	-		1	440	8.4	48.5		3	1,722	3.2	21.1		-	-	-	-	-
MACHINERY	-	-	-	-		1	210	6.9	49.3		2	635	6.6	38.1		-	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-		1	210	7.6	42.5		4	1,846	4.9	37.5		-	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-		1	341	8.3	43.5		5	4,463	3.8	26.7		-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-		2	935	8.0	52.6		-	-	-	-		-	-	-	-	-
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
CHEMICALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-		1	315	7.9	34.2		-	-	-	-		-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	1	314	4.3	37.0		10	12,820	7.5	51.1		10	28,237	6.8	45.6		-	-	-	-	-
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
MINING, QUARRYING	-	-	-	-		2	890	5.7	40.7		5	12,964	3.7	26.8		-	-	-	-	-
TRANSPORTATION	1	314	4.3	37.0		4	8,620	7.7	51.1		4	15,068	9.4	61.9		-	-	-	-	-
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
COMMUNICATIONS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
WHOLESALE TRADE	-	-	-	-		-	-	-	-		1	205	6.7	38.3		-	-	-	-	-
RETAIL TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
EDUCATION, RELATED SERVICE	-	-	-	-		1	2,250	6.0	53.5		-	-	-	-		-	-	-	-	-
HEALTH, WELFARE SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
PERSONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
LOCAL ADMINISTRATION	-	-	-	-		3	1,060	10.3	54.1		-	-	-	-		-	-	-	-	-
CONSTRUCTION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN SECOND QUARTER OF 1979, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENT HOUR	CFNTS PER HOUR	AGRTS	EMPLS	PER CENT	CENT HOUR	CFNTS PER HOUR	AGRTS	EMPLS	PER CENT	CENT HOUR	CFNTS PER HOUR	AGRTS	EMPLS	PER CENT	CENT HOUR	CFNTS PER HOUR
ALL INDUSTRIES (INCL CONST).	59	110,155	7.9	45.7	8.3	91	56,999	8.3	44.5	7	7,259	8.9	60.5	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	58	108,855	8.0	45.9	8.4	87	55,999	8.4	44.2	7	7,259	8.9	60.5	-	-	-	-	-	-	-
MANUFACTURING	5	3,925	10.7	59.7	9.4	28	11,352	9.4	50.2	4	1,272	9.4	49.6	-	-	-	-	-	-	-
FOOD, BEVERAGES	-	-	-	-	-	6	2,215	10.2	57.3	1	225	11.0	67.3	-	-	-	-	-	-	-
TORACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	1	300	11.4	60.5	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	2	614	10.9	42.3	1	320	8.8	41.6	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	2	1,525	8.7	29.8	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	1	240	10.8	45.0	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	3	650	9.3	47.3	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	3	2,605	9.4	47.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	1	585	17.2	115.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	-	-	-	-	-	2	508	9.7	49.7	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	-	-	-	-	-	2	480	8.8	44.0	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	-	1	275	8.8	57.5	-	-	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	1	735	10.0	60.0	-	2	1,285	10.4	53.0	2	727	9.1	47.6	-	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	2	1,400	8.9	59.2	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	1	225	8.0	54.5	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	2	1,420	4.1	54.1	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	1	215	9.1	44.0	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	53	104,930	7.9	45.4	8.1	59	44,647	8.1	42.7	3	5,987	8.8	62.8	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	1	530	13.9	82.5	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	-	-	-	-	-	-	3	5,987	8.8	62.8	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	1	15,200	7.9	57.0	10.3	3	1,169	10.3	61.2	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	2	735	12.9	70.2	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	3	3,985	7.8	35.5	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	2	1,720	4.4	40.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	22	12,240	7.1	51.5	8.5	9	3,605	8.5	58.7	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	-	-	-	-	-	28	11,378	7.1	36.4	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	2	570	9.3	67.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	1	380	6.0	25.3	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	7	17,105	7.8	43.0	8.4	10	19,265	8.4	44.1	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	9	53,965	8.1	41.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	10	4,130	7.3	50.8	7.1	2	3,600	7.1	31.2	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	1	1,300	2.0	25.0	6.2	4	1,000	6.2	63.1	-	-	-	-	-	-	-	-	-	-	-

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1979,
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

AVERAGE INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
NUMBER OF AGREEMENTS	203	1	59	20	91	25	7	-	-
NUMBER OF EMPLOYEES AFFECTED	228,913	314	110,155	16,941	56,999	37,245	7,259	-	-
AVERAGE PER CENT INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	8.5	4.3	7.9	8.7	9.0	9.0	10.6	-	-
SECOND 12 MONTHS OF AGREEMENT	6.8	-	-	6.8	7.7	5.0	8.2	-	-
THIRD 12 MONTHS OF AGREEMENT	5.1	-	-	-	-	4.5	-	-	-
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	7.7	4.3	7.9	7.7	8.3	6.1	8.9	-	-
AVERAGE CENTS-PER-HOUR INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	48.9	37.0	45.7	53.6	46.1	57.4	65.5	-	-
SECOND 12 MONTHS OF AGREEMENT	41.8	-	-	46.7	43.1	34.5	56.8	-	-
THIRD 12 MONTHS OF AGREEMENT	37.9	-	-	-	-	33.4	62.6	-	-
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	45.5	37.0	45.7	50.0	44.5	41.5	60.5	-	-

TABLE 8

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1979, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS	FIRST 12 MOS	SECOND 12 MOS	FIRST 12 MOS	SECOND 12 MOS	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS
ALL INDUSTRIES (INCL CONST) ..	8.9	5.6	4.5	-	4.3	-	8.7	6.8	-	9.0	5.0	4.5	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	8.9	5.6	4.5	-	4.3	-	8.7	6.8	-	9.0	5.0	4.5	-	-	-	-	-	-	-	-
MANUFACTURING	6.9	4.9	3.2	-	-	-	9.4	7.8	-	5.7	3.6	3.2	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	9.9	8.5	-	-	-	-	9.9	8.5	-	-	-	-	-	-	-	-	-	-	-	-
TUBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	6.0	4.7	4.5	-	-	-	-	-	-	6.0	4.7	4.5	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	9.4	8.6	-	-	-	-	9.4	8.6	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	4.8	2.4	2.4	-	-	-	-	-	-	4.8	2.4	2.4	-	-	-	-	-	-	-	-
FABRICATED METALS	8.5	8.4	-	-	-	-	8.5	8.4	-	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	8.9	5.8	5.4	-	-	-	9.2	6.4	-	8.8	5.5	5.4	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	7.5	4.2	3.5	-	-	-	9.3	5.9	-	7.3	3.9	3.5	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	5.4	3.8	2.9	-	-	-	10.6	6.1	-	5.0	3.6	2.9	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	8.3	7.7	-	-	-	-	8.3	7.7	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	10.9	7.6	-	-	-	-	10.9	7.6	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	9.5	5.8	5.0	-	4.3	-	8.5	6.5	-	10.1	5.5	5.0	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	8.5	1.7	1.4	-	-	-	7.0	4.4	-	8.6	1.5	1.4	-	-	-	-	-	-	-	-
TRANSPORTATION	10.2	8.1	8.0	-	4.3	-	8.7	6.8	-	11.3	8.9	8.0	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	14.7	2.9	3.0	-	-	-	-	-	-	14.7	2.9	3.0	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	6.0	6.0	-	-	-	-	6.0	6.0	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	13.3	7.4	-	-	-	-	13.3	7.4	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE
 (COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1979,
 BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST)...	8.4	7.7	8.2	-	7.9	-	9.0	7.7	-	10.6	8.2	8.2	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST)...	8.4	7.8	8.2	-	8.0	-	9.1	7.7	-	10.6	8.2	8.2	-	-	-	-	-	-	-	-
MANUFACTURING	10.8	8.5	8.9	-	10.7	-	10.8	8.3	-	11.2	9.7	8.9	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	11.3	9.3	9.9	-	-	-	11.2	9.1	-	12.0	11.0	9.9	-	-	-	-	-	-	-	-
TURACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	13.1	9.6	-	-	-	-	13.1	9.6	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	15.6	8.3	-	-	-	-	14.7	9.0	-	17.4	6.8	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	9.7	7.7	-	-	-	-	9.7	7.7	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	11.4	10.2	-	-	-	-	11.4	10.2	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	11.6	7.0	-	-	-	-	11.6	7.0	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	9.4	-	-	-	9.4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	17.2	-	-	-	17.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	14.4	9.4	-	-	-	-	14.4	9.4	-	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	9.2	8.4	-	-	-	-	9.2	8.4	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	9.5	8.0	-	-	-	-	9.5	8.0	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	10.4	9.6	8.5	-	10.0	-	11.7	9.0	-	8.3	10.6	8.5	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	10.1	7.8	-	-	-	-	10.1	7.8	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	8.5	7.4	-	-	-	-	8.5	7.4	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	8.9	7.4	-	-	-	-	8.9	7.4	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	9.5	8.7	-	-	-	-	9.5	8.7	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	8.2	7.6	8.0	-	7.9	-	8.6	7.5	-	10.5	7.9	8.0	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	16.8	11.1	-	-	-	-	16.8	11.1	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	10.5	7.9	8.0	-	-	-	-	-	-	10.5	7.9	8.0	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	8.7	2.5	-	-	7.9	-	18.8	2.5	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	19.1	7.2	-	-	-	-	19.1	7.2	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	6.7	9.0	-	-	-	-	6.7	9.0	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	8.4	-	-	-	8.4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	7.2	9.3	-	-	7.1	-	7.7	9.3	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	8.6	5.9	-	-	-	-	8.6	5.9	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	9.3	-	-	-	9.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	6.2	7.4	-	-	-	-	6.2	7.4	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	8.1	8.2	-	-	7.8	-	8.3	8.2	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	8.1	-	-	-	8.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	7.3	7.0	-	-	7.3	-	7.2	7.0	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	3.7	6.6	-	-	2.0	-	5.8	6.6	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 10

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1979, BY INDUSTRY. DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS			ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS		
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS
ALL INDUSTRIES (INCL CONST) ..	48.9	41.8	37.9	-	45.7	-	47.9	43.9	-	58.7	38.2	37.9	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	49.0	41.5	37.9	-	45.9	-	47.7	43.6	-	58.7	38.2	37.9	-	-	-
MANUFACTURING	49.3	39.2	26.0	-	59.7	-	53.3	46.5	-	39.4	28.6	26.0	-	-	-
FOOD, BEVERAGES	57.4	53.6	68.0	-	-	-	56.8	52.6	-	66.0	68.0	68.0	-	-	-
TURACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	30.0	25.0	25.0	-	-	-	-	-	-	30.0	25.0	25.0	-	-	-
LEATHER	66.0	55.0	-	-	-	-	66.0	55.0	-	-	-	-	-	-	-
TEXTILES	61.8	36.1	-	-	-	-	54.4	36.7	-	76.0	35.0	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	31.9	27.7	-	-	-	-	31.9	27.7	-	-	-	-	-	-	-
WOOD	45.0	45.0	-	-	-	-	45.0	45.0	-	-	-	-	-	-	-
FURNITURE, FIXTURES	40.0	40.0	-	-	-	-	40.0	40.0	-	-	-	-	-	-	-
PAPER	56.5	38.0	-	-	-	-	56.5	38.0	-	-	-	-	-	-	-
PRINTING, PUBLISHING	51.7	16.0	16.5	-	47.2	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	59.7	50.0	-	-	115.0	-	-	-	-	30.3	16.0	16.5	-	-	-
FABRICATED METALS	48.5	39.2	34.6	-	-	-	59.7	50.0	-	-	-	-	-	-	-
MACHINERY	53.4	34.3	28.7	-	-	-	50.0	45.0	-	46.9	32.9	34.6	-	-	-
TRANSPORTATION EQUIP	41.3	33.3	25.4	-	60.0	-	55.6	46.3	-	52.8	31.1	28.7	-	-	-
ELECTRICAL PRODUCTS	59.3	53.9	-	-	-	-	56.2	45.7	-	34.0	29.5	25.4	-	-	-
NON-METALLIC MINERALS	56.0	53.0	-	-	-	-	59.3	53.9	-	-	-	-	-	-	-
PETROLEUM, OIL	56.7	51.5	-	-	-	-	56.0	53.0	-	-	-	-	-	-	-
CHEMICALS	44.6	34.6	-	-	-	-	56.7	51.5	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	44.6	34.6	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	49.0	42.2	41.4	-	45.4	-	46.2	42.8	-	64.5	41.1	41.4	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	59.4	14.9	11.2	-	-	-	65.1	47.5	-	58.8	11.2	11.2	-	-	-
TRANSPORTATION	63.9	55.6	59.9	-	37.0	-	55.2	47.1	-	67.9	59.1	59.9	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	60.5	16.4	-	-	57.0	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	88.0	42.7	19.0	-	-	-	106.0	16.4	-	-	-	-	-	-	-
RETAIL TRADE	29.5	41.5	-	-	-	-	90.8	49.6	-	78.0	18.0	19.0	-	-	-
FINANCE	-	-	-	-	-	-	29.5	41.5	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	40.1	-	-	-	40.1	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	51.3	62.5	-	-	51.5	-	50.9	62.5	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	42.0	31.9	-	-	-	-	42.0	31.9	-	-	-	-	-	-	-
RECREATIONAL SERVICES	67.2	-	-	-	67.2	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	25.0	32.0	-	-	-	-	25.0	32.0	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	42.7	44.8	-	-	43.0	-	42.3	44.8	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	41.1	-	-	-	41.1	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	44.3	34.3	-	-	50.8	-	34.6	34.3	-	-	-	-	-	-	-
CONSTRUCTION	39.2	64.4	-	-	25.0	-	57.8	68.4	-	-	-	-	-	-	-

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE NON-ARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1979,
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECND 12MOS	THIRD 12MOS	FOURT 12MOS	FIRST 12MOS	SECND 12MOS	FIRST 12MOS	SECND 12MOS	THIRD 12MOS	FIRST 12MOS	SECND 12MOS	FIRST 12MOS	SECND 12MOS	THIRD 12MOS	FIRST 12MOS	SECND 12MOS	THIRD 12MOS	FOURT 12MOS		
ALL INDUSTRIES (INCL CONST) ..	56.1	38.3	33.4	-	37.0	-	53.6	46.7	-	57.4	34.5	33.4	-	-	-	-	-	-		
ALL INDUSTRIES (EXCL CONST) ..	56.1	38.3	33.4	-	37.0	-	53.6	46.7	-	57.4	34.5	33.4	-	-	-	-	-	-		
MANUFACTURING	41.2	31.6	23.0	-	-	-	49.3	45.3	-	37.6	25.3	23.0	-	-	-	-	-	-		
FOOD, BEVERAGES	50.5	43.0	-	-	-	-	50.5	48.0	-	-	-	-	-	-	-	-	-	-		
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
HUBBER, PLASTICS	30.0	25.0	25.0	-	-	-	-	-	-	30.0	25.0	25.0	-	-	-	-	-	-		
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
FURNITURE, FIXTURES	40.0	40.0	-	-	-	-	40.0	40.0	-	-	-	-	-	-	-	-	-	-		
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
PRIMARY METALS	30.3	16.0	16.5	-	-	-	-	-	-	30.3	16.0	16.5	-	-	-	-	-	-		
FABRICATED METALS	47.0	50.0	-	-	-	-	47.0	50.0	-	-	-	-	-	-	-	-	-	-		
MACHINERY	50.9	36.6	34.6	-	-	-	63.0	48.0	-	46.9	32.9	34.6	-	-	-	-	-	-		
TRANSPORTATION EQUIP	52.5	31.5	28.7	-	-	-	50.0	35.0	-	52.8	31.1	28.7	-	-	-	-	-	-		
ELECTRICAL PRODUCTS	34.7	26.0	21.3	-	-	-	53.0	34.0	-	33.3	25.4	21.3	-	-	-	-	-	-		
NON-METALLIC MINERALS	52.1	53.1	-	-	-	-	52.1	53.1	-	-	-	-	-	-	-	-	-	-		
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
MISCELLANEOUS MFG	45.0	35.0	-	-	-	-	45.0	35.0	-	-	-	-	-	-	-	-	-	-		
NON-MANUFACTURING(EXCL CONST)	60.8	40.5	36.7	-	37.0	-	55.0	47.2	-	63.7	37.4	36.7	-	-	-	-	-	-		
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
MINING, QUARRYING	58.1	12.7	11.2	-	-	-	48.5	32.9	-	58.8	11.2	11.2	-	-	-	-	-	-		
TRANSPORTATION	62.8	55.1	58.4	-	37.0	-	55.2	47.1	-	67.8	59.6	58.4	-	-	-	-	-	-		
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
WHOLESALE TRADE	78.0	18.0	19.0	-	-	-	-	-	-	78.0	18.0	19.0	-	-	-	-	-	-		
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
EDUCATION, RELATED SERVICES	51.9	55.1	-	-	-	-	51.9	55.1	-	-	-	-	-	-	-	-	-	-		
HEALTH, WELFARE SERVICES ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
PROVINCIAL ADMINISTRATION ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
LOCAL ADMINISTRATION	65.4	42.9	-	-	-	-	65.4	42.9	-	-	-	-	-	-	-	-	-	-		
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

TABLE 12

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1979, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	46.7	44.6	62.6	-	45.7	-	46.1	43.1	-	45.5	56.8	62.6	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	46.8	44.3	62.6	-	45.9	-	45.9	42.6	-	65.5	56.8	62.6	-	-	-	-	-	-	-	-
MANUFACTURING	55.7	47.4	54.3	-	59.7	-	54.7	46.9	-	52.7	51.9	54.3	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	60.4	56.0	68.0	-	-	-	59.8	54.8	-	66.0	68.0	68.0	-	-	-	-	-	-	-	-
TUBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	66.0	55.0	-	-	-	-	66.0	55.0	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	61.8	36.1	-	-	-	-	54.4	36.7	-	76.0	35.0	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	31.9	27.7	-	-	-	-	31.9	27.7	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	45.0	45.0	-	-	-	-	45.0	45.0	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	56.5	38.0	-	-	-	-	56.5	38.0	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	47.2	-	-	-	47.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	115.0	-	-	-	115.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	70.7	50.0	-	-	-	-	70.7	50.0	-	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	44.3	43.8	-	-	-	-	44.3	43.8	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	60.0	55.0	-	-	-	-	60.0	55.0	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	52.9	50.9	50.1	-	60.0	-	57.0	48.9	-	38.4	54.4	50.1	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	64.1	54.4	-	-	-	-	64.1	54.4	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	56.0	53.0	-	-	-	-	56.0	53.0	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	56.7	51.5	-	-	-	-	56.7	51.5	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	44.0	44.0	-	-	-	-	44.0	44.0	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	45.8	43.5	64.0	-	45.4	-	43.7	41.5	-	68.2	57.9	64.0	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	93.0	72.0	-	-	-	-	93.0	72.0	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	68.2	57.9	64.0	-	-	-	-	-	-	68.2	57.9	64.0	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	60.5	16.4	-	-	57.0	-	106.0	16.4	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	90.8	49.6	-	-	-	-	90.8	49.6	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	29.5	41.5	-	-	-	-	29.5	41.5	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	40.1	-	-	-	40.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	51.2	67.2	-	-	51.5	-	50.3	67.2	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	42.0	31.9	-	-	-	-	42.0	31.9	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	67.2	-	-	-	67.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	25.0	32.0	-	-	-	-	25.0	32.0	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	42.7	44.8	-	-	43.0	-	42.3	44.8	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	41.1	-	-	-	41.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	41.4	31.8	-	-	50.8	-	30.7	31.8	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	39.2	64.4	-	-	25.0	-	57.8	68.4	-	-	-	-	-	-	-	-	-	-	-	-

AVERAGE ANNUAL INCREASE		ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	
		AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
ALL INDUSTRIES, EXCLUDING CONSTRUCTION							
IN PER CENT							
UNDER	4.9 PER CENT	17	20,746	15	20,261	2	485
5.0 -	9.9 PER CENT	170	177,614	28	33,109	122	144,505
10.0 -	14.9 PER CENT	27	26,677	3	1,130	24	25,547
15.0 -	19.9 PER CENT	4	1,576	-	-	4	1,576
20.0 -	24.9 PER CENT	-	-	-	-	-	-
25.0 -	29.9 PER CENT	-	-	-	-	-	-
30.0 -	34.9 PER CENT	-	-	-	-	-	-
35.0 -	39.9 PER CENT	-	-	-	-	-	-
40.0 -	44.9 PER CENT	-	-	-	-	-	-
45.0 -	49.9 PER CENT	-	-	-	-	-	-
50.0 PER CENT AND OVER		-	-	-	-	-	-
AVERAGE		7.7		6.6		8.1	
IN CENTS PER HOUR							
UNDER	9.9 CENTS	1	380	1	380	-	-
10.0 -	19.9 CENTS	4	2,182	3	1,955	1	227
20.0 -	29.9 CENTS	12	17,436	6	14,587	6	2,849
30.0 -	39.9 CENTS	61	67,472	13	6,518	48	60,954
40.0 -	49.9 CENTS	4	44,538	11	4,196	31	40,342
50.0 -	59.9 CENTS	34	57,578	7	11,675	31	45,903
60.0 -	69.9 CENTS	27	31,645	3	13,700	24	17,945
70.0 -	79.9 CENTS	6	1,763	-	-	6	1,763
80.0 -	89.9 CENTS	5	2,804	2	1,489	3	1,315
90.0 -	99.9 CENTS	1	230	-	-	1	230
100.0 CENTS AND OVER		1	585	-	-	1	585
AVERAGE		45.5		44.1		45.9	
CONSTRUCTION							
IN PER CENT							
UNDER	4.9 PER CENT	1	1,300	-	-	1	1,300
5.0 -	9.9 PER CENT	4	1,000	-	-	4	1,000
10.0 -	14.9 PER CENT	-	-	-	-	-	-
15.0 -	19.9 PER CENT	-	-	-	-	-	-
20.0 -	24.9 PER CENT	-	-	-	-	-	-
25.0 -	29.9 PER CENT	-	-	-	-	-	-
30.0 -	34.9 PER CENT	-	-	-	-	-	-
35.0 -	39.9 PER CENT	-	-	-	-	-	-
40.0 -	44.9 PER CENT	-	-	-	-	-	-
45.0 -	49.9 PER CENT	-	-	-	-	-	-
50.0 PER CENT AND OVER		-	-	-	-	-	-
AVERAGE		3.8		-		3.8	
IN CENTS PER HOUR							
UNDER	9.9 CENTS	-	-	-	-	-	-
10.0 -	19.9 CENTS	-	-	-	-	-	-
20.0 -	29.9 CENTS	1	1,300	-	-	1	1,300
30.0 -	39.9 CENTS	-	-	-	-	-	-
40.0 -	49.9 CENTS	-	-	-	-	-	-
50.0 -	59.9 CENTS	1	200	-	-	1	200
60.0 -	69.9 CENTS	1	600	-	-	1	600
70.0 -	79.9 CENTS	1	200	-	-	1	200
80.0 -	89.9 CENTS	-	-	-	-	-	-
90.0 -	99.9 CENTS	-	-	-	-	-	-
100.0 CENTS AND OVER		-	-	-	-	-	-
AVERAGE		41.5		-		41.5	

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Labour

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, THIRD QUARTER 1979

Prepared by

Research Branch

Ontario Ministry of Labour

December 1979



Hon. Robert Elgie, M.D.
Minister

T.E. Armstrong, Q.C.
Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the third quarter of 1979. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

Beginning with the second quarter of 1976, eight new tables have been included in the report - Tables 1 and 6-12, inclusive. Prior to this period the published data related to average annual increases only, that is, the total increase negotiated for the full term of the agreement, reduced to an annual average. This information is now contained in Tables 1-5 and 13 of the expanded report. Tables 6-12 have been added to provide data showing how the total increase is distributed in each 12 month period of the agreement. The additional data have been made possible by the completion of a new computerized processing system.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as follows: one-year - less than 18 months; two-year - 18 to 29 months; three-year - 30 to 41 months; and four-year - 42 to 53 months.

The data in this report were prepared for computer processing by Carolynn McDonald and Kris Krestensen. For further information on any of the tables, please call Carolynn McDonald, Research Branch, Ontario Ministry of Labour (965-6101).

Toronto
December 31, 1979

Highlights

During the third quarter of 1979, 149 agreements covering just over 96,000 employees were negotiated in Ontario for bargaining units of 200 or more employees. Employee coverage was very low by normal third quarter standards, reflecting in part the fact that 1979 was scheduled to be a much lighter bargaining year than 1978. More than two-thirds of all employees covered by third quarter agreements were in four specific industry groups, all in the non-manufacturing sector (transportation; education, health services and local administration). Major individual bargaining situations resolved included those involving employees of Metro Toronto and Toronto City, the Motor Transport Industrial Relations Bureau, the Railway Association of Canada (shop craft group), Bell Canada (craft and service group) and a settlement affecting members of C.U.P.E. employed in various hospitals across Ontario.

The average annual base wage rate increase for all industries combined was 8.5 per cent, up from the 7.7 per cent figure recorded in the second quarter of the year. In the manufacturing sector, the average annual base wage increase was 7.3 per cent, compared with 7.9 per cent in the previous quarter. In non-manufacturing (excluding construction), the third quarter increase was 8.7 per cent, significantly above the second quarter figure of 7.8 per cent. In construction, the third quarter increase was 6.9 per cent compared with 3.8 per cent in the previous quarter, although in both periods the number of construction employees affected was very low.

	Average Annual Increases			
	Third Quarter		Second Quarter	
	1979		1979	
	Per Cent	Cents Per hour	Per Cent	Cents Per hour
All Industries, including construction	8.5	51.4	7.7	45.5
Manufacturing	7.3	45.6	7.9	44.4
Non-Manufacturing (excluding construction)	8.7	52.1	7.8	45.7
Construction	6.9	52.8	3.8	41.5

Approximately 20 per cent of the 149 major agreements negotiated in the third quarter contained cost-of-living (COLA) clauses. This figure has remained almost constant (at 20-22 per cent) over the past three years. However, the proportion of employees covered by COLA clauses has been on the increase during 1979, and in the third quarter this figure stood at 35 per cent. The average annual increase in base wage rates in agreements with COLA during the third quarter was 7.9 per cent, compared with 8.8 per cent in agreements without COLA. The difference between these figures

(less than one percentage point) is quite low by normal past standards, although it is impossible at this stage to judge whether it is simply a "statistical quirk" since the quarterly figures (particularly for "with COLA" agreements) are often quite volatile. However, the gap between the "with COLA" and "without COLA" increases is at present sufficiently small to suggest that increases accruing from the COLA clauses themselves will probably more than make up the difference.

In the third quarter of 1979, 55 per cent of the agreements negotiated were for a two-year duration, with just over 32 per cent for one year. These figures are similar to those recorded in each of the previous two quarters. Average annual base wage rate increases were the same (8.7 per cent) for one-and two-year contracts, whilst the figure for three-year agreements was 7.9 per cent. The latter figure in particular is significantly above that of the previous quarter (6.6 per cent) and is in fact the largest such increase for three-year agreements in any quarter during the past three years.

Tables 6-12 show the distribution of base wage rate increases by 12-month periods. First year increases rose to 9.3 per cent from 8.5 per cent in the previous quarter. Second year increases rose only marginally from 6.8 to 6.9 per cent, whilst third year increases averaged 7 per cent, compared with 5.1 per cent in the second quarter. Each of these third quarter figures is the highest such increase recorded for at least 2 1/2 years. Table 7, for example, reveals that first year increases in all agreements combined averaged well in excess of 10 per cent in a number of individual industry groups.

Table 13 shows that 31 of the 149 major agreements negotiated (almost 21 per cent) in the third quarter contained average annual wage increases in excess of 10 per cent. This proportion is significantly above the previous quarter's corresponding figure of 15 per cent, which itself was high by standards of the immediately preceding quarters.

TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1979, BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	149	48	82	17	2	-
NUMBER OF EMPLOYEES AFFECTED	96,329	31,115	38,877	25,397	940	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	8.5	8.7	8.7	7.9	6.3	-
AGREEMENTS WITH COL CLAUSE	7.9	-	8.2	7.9	6.3	-
AGREEMENTS WITHOUT COL CLAUSE	8.8	8.7	8.9	7.3	-	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	51.4	53.2	52.7	47.2	49.7	-
AGREEMENTS WITH COL CLAUSE	48.2	-	51.0	47.2	49.7	-
AGREEMENTS WITHOUT COL CLAUSE	53.1	53.2	53.2	47.6	-	-

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING
200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1979, BY INDUSTRY

INDUSTRY	ALL AGREEMENTS			AGREEMENTS WITH COST-OF-LIVING CLAUSE			AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE					
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST)...	149	96,329	8.5	51.4	31	34,069	7.9	48.2	118	62,260	8.8	53.1
ALL INDUSTRIES (EXCL CONST)...	146	95,048	8.5	51.4	31	34,069	7.9	48.2	115	60,979	8.8	53.1
MANUFACTURING	30	11,075	7.3	45.6	16	7,071	6.1	42.0	14	4,004	9.4	51.9
FOOD, BEVERAGES	2	490	8.9	60.1	2	490	8.9	60.1	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	1	355	10.1	56.5	-	-	-	-	1	355	10.1	56.5
TEXTILES	2	442	7.4	34.7	-	-	-	-	2	442	7.4	34.7
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	2	510	9.3	33.6	-	-	-	-	2	510	9.3	33.6
WOOD	1	250	12.6	72.5	-	-	-	-	1	250	12.6	72.5
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	3	652	7.8	48.1	-	-	-	-	3	652	7.8	48.1
PRIMARY METALS	2	700	6.6	41.4	1	300	5.2	36.6	1	400	7.6	45.0
FABRICATED METALS	5	1,786	8.6	49.2	3	966	6.9	38.7	2	820	10.6	61.6
MACHINERY	1	830	8.0	65.5	1	830	8.0	65.5	-	-	-	-
TRANSPORTATION EQUIP	5	2,385	4.9	34.0	5	2,385	4.9	34.0	-	-	-	-
ELECTRICAL PRODUCTS	2	1,250	5.2	36.3	2	1,250	5.2	36.3	-	-	-	-
NON-METALLIC MINERALS	1	650	8.0	52.0	1	650	8.0	52.0	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	1	320	12.4	77.7	-	-	-	-	1	320	12.4	77.7
MISCELLANEOUS MFG	2	455	6.1	36.9	1	200	3.0	21.6	1	255	8.5	49.0
NON-MANUFACTURING (EXCL CONST)	116	83,973	8.7	52.1	15	26,998	8.4	49.8	101	56,975	8.8	53.2
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	1	2,380	2.2	16.3	1	2,380	2.2	16.3	-	-	-	-
TRANSPORTATION	9	14,418	7.7	56.7	7	12,708	7.7	56.2	2	1,710	7.7	60.3
STORAGE	1	1,500	9.6	80.0	1	1,500	9.6	80.0	-	-	-	-
COMMUNICATIONS	1	7,500	12.1	47.6	1	7,500	12.1	47.6	-	-	-	-
ELECTRIC, GAS, WATER	1	236	7.9	51.0	-	-	-	-	1	236	7.9	51.0
WHOLESALE TRADE	2	631	8.4	69.2	-	-	-	-	2	631	8.4	69.2
RETAIL TRADE	2	616	16.0	77.4	1	400	19.7	95.0	1	216	9.3	45.0
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	26	14,264	6.9	46.5	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	39	16,824	9.7	54.3	1	850	3.3	35.3	25	13,414	7.1	47.2
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	39	16,824	9.7	54.3
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	1	200	6.0	21.5	-	-	-	-	1	200	6.0	21.5
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	5	3,305	7.7	62.9	-	-	-	-	5	3,305	7.7	62.9
PROVINCIAL ADMINISTRATION	1	1,600	9.2	43.0	-	-	-	-	1	1,600	9.2	43.0
LOCAL ADMINISTRATION	27	20,499	9.1	52.9	3	1,660	4.4	28.7	24	18,839	9.5	55.0
CONSTRUCTION	3	1,281	6.9	52.8	-	-	-	-	3	1,281	6.9	52.8

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	48	31,115	8.7	53.2	82	38,877	8.7	52.7	17	25,397	7.9	47.2	2	940	6.3	49.7				
ALL INDUSTRIES (EXCL CONST).	47	30,834	8.8	53.3	80	37,877	8.8	52.6	17	25,397	7.9	47.2	2	940	6.3	49.7				
MANUFACTURING	2	455	9.0	46.8	17	6,003	8.6	51.5	9	3,677	5.2	34.6	2	940	6.3	49.7				
FOOD, BEVERAGES	-	-	-	-	1	200	10.2	57.5	-	-	-	-	1	290	8.0	62.0				
TUBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
LEATHER	-	-	-	-	1	355	10.1	56.5	-	-	-	-	-	-	-	-				
TEXTILES	-	-	-	-	2	442	7.4	34.7	-	-	-	-	-	-	-	-				
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
CLOTHING	-	-	-	-	2	510	9.3	33.6	-	-	-	-	-	-	-	-				
WOOD	-	-	-	-	1	250	12.6	72.5	-	-	-	-	-	-	-	-				
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
PRINTING, PUBLISHING	1	200	9.8	44.0	-	-	-	-	2	452	7.0	50.0	-	-	-	-				
PRIMARY METALS	-	-	-	-	-	-	-	-	2	700	6.6	41.4	-	-	-	-				
FABRICATED METALS	-	-	-	-	4	1,361	9.6	55.2	1	425	5.4	30.0	-	-	-	-				
MACHINERY	-	-	-	-	1	830	8.0	65.5	-	-	-	-	-	-	-	-				
TRANSPORTATION EQUIP	-	-	-	-	2	835	5.1	32.5	2	900	4.4	28.0	1	650	5.5	44.2				
ELECTRICAL PRODUCTS	-	-	-	-	1	250	7.5	47.5	1	1,000	4.7	33.5	-	-	-	-				
NON-METALLIC MINERALS	-	-	-	-	1	650	8.0	52.0	-	-	-	-	-	-	-	-				
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
CHEMICALS	-	-	-	-	1	320	12.4	77.7	-	-	-	-	-	-	-	-				
MISCELLANEOUS MFG	1	255	8.5	49.0	-	-	-	-	1	200	3.0	21.6	-	-	-	-				
NON-MANUFACTURING(EXCL CONST	45	30,379	8.7	53.4	63	31,874	8.8	52.8	8	21,720	8.3	49.3	-	-	-	-				
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
MINING, QUARRYING	-	-	-	-	-	-	-	-	1	2,380	2.2	16.3	-	-	-	-				
TRANSPORTATION	1	210	6.3	45.0	4	3,878	8.4	49.9	4	10,330	7.5	59.4	-	-	-	-				
STORAGE	-	-	-	-	1	1,500	9.6	80.0	-	-	-	-	-	-	-	-				
COMMUNICATIONS	-	-	-	-	-	-	-	-	1	7,500	12.1	47.6	-	-	-	-				
ELECTRIC, GAS, WATER	1	236	7.9	51.0	-	-	-	-	-	-	-	-	-	-	-	-				
WHOLESALE TRADE	-	-	-	-	2	631	8.4	69.2	-	-	-	-	-	-	-	-				
RETAIL TRADE	-	-	-	-	2	616	16.0	77.4	-	-	-	-	-	-	-	-				
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
EDUCATION, RELATED SERVICE	22	11,314	7.7	50.9	3	2,100	3.7	27.3	-	-	-	-	-	-	-	-				
HEALTH, WELFARE SERVICES	-	-	-	-	39	16,824	9.7	54.3	1	850	3.3	35.3	-	-	-	-				
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
PERSONAL SERVICES	-	-	-	-	1	200	6.0	21.5	-	-	-	-	-	-	-	-				
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
FEDERAL ADMINISTRATION	3	2,155	8.0	65.1	2	1,150	7.0	58.8	-	-	-	-	-	-	-	-				
PROVINCIAL ADMINISTRATION	-	-	-	-	1	1,600	9.2	43.0	-	-	-	-	-	-	-	-				
LOCAL ADMINISTRATION	18	16,464	9.6	53.8	8	3,375	7.2	49.8	1	660	6.8	47.0	-	-	-	-				
CONSTRUCTION	1	281	8.0	41.5	2	1,000	6.5	56.0	-	-	-	-	-	-	-	-				

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN THIRD QUARTER OF 1979, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	-	-	-	-	-	15	8,584	8.2	51.0	-	14	24,545	7.9	47.2	-	2	940	6.3	49.7	-
ALL INDUSTRIES (EXCL CONST).	-	-	-	-	-	15	8,584	8.2	51.0	-	14	24,545	7.9	47.2	-	2	940	6.3	49.7	-
MANUFACTURING	-	-	-	-	-	8	3,306	7.4	49.4	-	6	2,825	4.6	30.7	-	2	940	6.3	49.7	-
FOOD, BEVERAGES	-	-	-	-	-	1	200	10.2	57.5	-	-	-	-	-	-	1	290	8.0	62.0	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	-	-	-	-	-	2	541	8.2	45.6	-	1	300	5.2	36.6	-	-	-	-	-	-
MACHINERY	-	-	-	-	-	1	830	8.0	65.5	-	1	425	5.4	30.0	-	-	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	-	2	835	5.1	32.5	-	2	900	4.4	28.0	-	-	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	-	1	250	7.5	47.5	-	1	1,000	4.7	33.5	-	1	650	5.5	44.2	-
NON-METALLIC MINERALS	-	-	-	-	-	1	650	8.0	52.0	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	1	200	3.0	21.6	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	-	-	-	-	-	7	5,278	8.7	52.0	-	8	21,720	8.3	49.3	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	1	2,380	2.2	16.3	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	-	3	2,378	8.7	41.9	-	4	10,330	7.5	59.4	-	-	-	-	-	-
STORAGE	-	-	-	-	-	1	1,500	9.6	80.0	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	1	7,500	12.1	47.6	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	1	400	19.7	95.0	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	-	-	-	-	-	-	-	-	-	-	1	850	3.3	35.3	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	-	-	-	-	-	2	1,000	2.9	16.7	-	1	660	6.8	47.0	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN THIRD QUARTER OF 1979, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST) ..	48	31,115	8.7	53.2		67	30,293	8.9	53.2		3	852	7.3	47.6		-	-	-	-	
ALL INDUSTRIES (EXCL CONST) ..	47	30,834	8.8	53.3		65	29,293	9.0	53.1		3	852	7.3	47.6		-	-	-	-	
MANUFACTURING	2	455	9.0	46.8		9	2,697	10.2	54.1		3	852	7.3	47.6		-	-	-	-	
FOOD, BEVERAGES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TOBACCO	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
LEATHER	-	-	-	-		1	355	10.1	56.5		-	-	-	-		-	-	-	-	
TEXTILES	-	-	-	-		2	442	7.4	34.7		-	-	-	-		-	-	-	-	
KNITTING MILLS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		2	510	9.3	33.6		-	-	-	-		-	-	-	-	
WOOD	-	-	-	-		1	250	12.6	72.5		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PAPER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	1	200	9.8	44.0		-	-	-	-		2	452	7.0	50.0		-	-	-	-	
PRIMARY METALS	-	-	-	-		-	-	-	-		1	400	7.6	45.0		-	-	-	-	
FABRICATED METALS	-	-	-	-		2	820	10.6	61.6		-	-	-	-		-	-	-	-	
MACHINERY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TRANSPORTATION EQUIP	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRICAL PRODUCTS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
NON-METALLIC MINERALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	-	-	-	-		1	320	12.4	77.7		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	1	255	8.5	49.0		-	-	-	-		-	-	-	-		-	-	-	-	
NON-MANUFACTURING (EXCL CONST)	45	30,379	8.7	53.4		56	26,596	8.9	53.0		-	-	-	-		-	-	-	-	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TRANSPORTATION	1	210	6.3	45.0		1	1,500	7.9	62.5		-	-	-	-		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	1	236	7.9	51.0		-	-	-	-		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		2	631	8.4	69.2		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		1	216	9.3	45.0		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	22	11,314	7.7	50.9		3	2,100	3.7	27.3		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	-	-	-	-		39	16,824	9.7	54.3		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		1	200	6.0	21.5		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	3	2,155	8.0	65.1		2	1,150	7.0	58.8		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	-	-	-	-		1	1,600	9.2	43.0		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	18	16,464	9.6	53.8		6	2,375	9.1	63.8		-	-	-	-		-	-	-	-	
CONSTRUCTION	1	281	8.0	41.5		2	1,000	6.5	56.0		-	-	-	-		-	-	-	-	

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1979,
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

AVERAGE INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
NUMBER OF AGREEMENTS	149	-	48	15	67	14	3	2	-
NUMBER OF EMPLOYEES AFFECTED	96,329	-	31,115	8,584	30,293	24,545	852	940	-
AVERAGE PER CENT INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	9.3	-	8.7	8.8	9.0	10.7	7.9	10.0	-
SECOND 12 MONTHS OF AGREEMENT	6.9	-	1.4	7.5	7.0	6.7	6.8	5.0	-
THIRD 12 MONTHS OF AGREEMENT	7.0	-	-	-	-	7.1	7.1	4.3	-
FOURTH 12 MONTHS OF AGREEMENT	4.0	-	-	-	-	-	-	4.0	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	8.5	-	8.7	8.2	8.9	7.9	7.3	6.3	-
AVERAGE CENTS-PER-HOUR INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	54.1	-	53.1	52.1	52.7	57.1	48.6	72.0	-
SECOND 12 MONTHS OF AGREEMENT	44.2	-	8.0	49.8	45.9	40.8	44.6	39.8	-
THIRD 12 MONTHS OF AGREEMENT	47.5	-	-	-	-	47.9	49.6	36.4	-
FOURTH 12 MONTHS OF AGREEMENT	35.3	-	-	-	-	-	-	35.3	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	51.4	-	53.2	51.0	53.2	47.2	47.6	49.7	-

COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1979, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS				
	FIRST 12 MOS		SECOND 12 MOS		THIRD 12 MOS		FOURTH 12 MOS		FIRST 12 MOS		SECOND 12 MOS		THIRD 12 MOS		FOURTH 12 MOS	
ALL INDUSTRIES (INCL CONST)...	9.3	6.9	7.0	4.0	8.7	1.4	9.0	7.1	-	10.6	6.7	7.1	-	10.0	5.0	4.3
ALL INDUSTRIES (EXCL CONST)...	9.4	6.9	7.0	4.0	8.7	1.4	9.0	7.1	-	10.6	6.7	7.1	-	10.0	5.0	4.3
MANUFACTURING	8.6	6.4	4.3	4.0	9.0	-	9.5	7.8	-	6.7	4.5	4.3	-	10.0	5.0	4.3
FOOD, BEVERAGES	13.2	8.5	6.0	4.0	-	-	11.2	9.2	-	-	-	-	-	14.5	7.9	6.0
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	11.3	9.0	-	-	-	-	11.3	9.0	-	-	-	-	-	-	-	-
LEATHER	8.2	6.5	-	-	-	-	8.2	6.5	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	9.9	8.8	-	-	-	-	9.9	8.8	-	-	-	-	-	-	-	-
CLOTHING	12.9	12.3	-	-	-	-	12.9	12.3	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	8.3	6.2	7.1	-	9.8	-	-	-	-	7.6	6.2	7.1	-	-	-	-
PRIMARY METALS	7.9	6.1	5.7	-	-	-	-	-	-	7.9	6.1	5.7	-	-	-	-
FABRICATED METALS	10.5	7.3	3.3	-	-	-	10.8	8.4	-	9.4	3.4	3.3	-	-	-	-
MACHINERY	8.0	8.0	-	-	-	-	8.0	8.0	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	6.6	3.8	3.6	4.0	-	-	6.3	3.9	-	5.8	3.8	3.6	-	8.0	3.7	3.6
ELECTRICAL PRODUCTS	6.3	4.6	3.3	-	-	-	8.2	6.8	-	5.8	4.1	3.3	-	-	-	4.0
NON-METALLIC MINERALS	8.0	8.0	-	-	-	-	8.0	8.0	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	15.3	9.5	-	-	-	-	15.3	9.5	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	6.3	2.8	2.7	-	8.5	-	-	-	-	3.6	2.8	2.7	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	9.5	7.0	7.6	-	8.7	1.4	8.9	7.0	-	11.2	7.0	7.6	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	5.3	1.3	-	-	-	-	-	-	-	5.3	1.3	-	-	-	-	-
TRANSPORTATION	8.7	7.0	7.1	-	6.3	-	8.8	7.9	-	8.7	6.6	7.1	-	-	-	-
STORAGE	10.0	9.1	-	-	-	-	10.0	9.1	-	-	-	-	-	-	-	-
COMMUNICATIONS	17.7	10.0	8.9	-	-	-	-	-	-	17.7	10.0	8.9	-	-	-	-
ELECTRIC, GAS, WATER	7.9	-	-	-	7.9	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	8.9	8.0	-	-	-	-	8.9	8.0	-	-	-	-	-	-	-	-
RETAIL TRADE	17.0	15.0	-	-	-	-	17.0	15.0	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	7.2	4.5	3.0	-	7.7	1.4	5.8	5.6	-	3.9	2.9	3.0	-	-	-	-
HEALTH, WELFARE SERVICES ..	9.4	6.3	-	-	-	-	9.4	6.3	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	5.0	6.0	-	-	-	-	6.0	6.0	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	7.9	6.4	-	-	8.0	-	7.7	6.4	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	8.5	9.9	-	-	-	-	8.5	9.9	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	9.3	6.6	5.9	-	9.6	-	7.8	6.7	-	8.5	6.0	5.9	-	-	-	-
CONSTRUCTION	6.5	6.9	-	-	8.0	-	6.2	6.9	-	-	-	-	-	-	-	-

TABLE 8

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1979, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12 MOS	SECND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS	FIRST 12 MOS	SECND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS	FIRST 12 MOS	SECND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS	FIRST 12 MOS	SECND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS	FIRST 12 MOS	SECND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS
ALL INDUSTRIES (INCL CONST) ..	10.2	6.8	7.0	4.0	-	-	8.8	7.5	-	10.7	6.7	7.1	-	10.0	5.0	4.3	4.0	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	10.2	6.8	7.0	4.0	-	-	8.8	7.5	-	10.7	6.7	7.1	-	10.0	5.0	4.3	4.0	-	-	-
MANUFACTURING	7.7	5.3	3.7	4.0	-	-	8.1	6.6	-	6.4	3.8	3.4	-	10.0	5.0	4.3	4.0	-	-	-
FOOD, BEVERAGES	13.2	8.5	6.0	4.0	-	-	11.2	9.2	-	-	-	-	-	14.5	7.9	6.0	4.0	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	7.5	4.2	4.0	-	-	-	-	-	-	7.5	4.2	4.0	-	-	-	-	-	-	-	-
FABRICATED METALS	9.9	5.0	3.3	-	-	-	10.2	6.2	-	9.4	3.4	3.3	-	-	-	-	-	-	-	-
MACHINERY	8.0	8.0	-	-	-	-	8.0	8.0	-	5.8	3.8	3.6	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	6.6	3.8	3.6	4.0	-	-	6.3	3.9	-	5.8	4.1	3.3	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	6.3	4.6	3.3	-	-	-	8.2	6.8	-	5.8	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	8.0	8.0	-	-	-	-	8.0	8.0	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	3.6	2.8	2.7	-	-	-	-	-	-	3.6	2.8	2.7	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	10.9	7.2	7.6	-	-	-	9.3	8.0	-	11.2	7.0	7.6	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	5.3	1.3	-	-	-	-	-	-	-	5.3	1.3	-	-	-	-	-	-	-	-	-
TRANSPORTATION	8.8	6.9	7.1	-	-	-	9.4	7.9	-	8.7	6.6	7.1	-	-	-	-	-	-	-	-
STORAGE	10.0	9.1	-	-	-	-	10.0	9.1	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	17.7	10.0	8.9	-	-	-	-	-	-	17.7	10.0	8.9	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	21.6	17.8	-	-	-	-	21.6	17.8	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES ..	3.9	2.9	3.0	-	-	-	-	-	-	3.9	2.9	3.0	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	5.1	4.1	5.9	-	-	-	2.8	2.9	-	8.5	6.0	5.9	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	8.8	6.9	7.1	-	8.7	1.4	9.0	7.0	-	7.9	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	8.9	6.9	7.1	-	8.7	1.4	9.1	7.0	-	7.9	7.1	-	-	-
MANUFACTURING	10.2	8.6	7.1	-	9.0	-	11.1	9.2	-	7.9	6.8	7.1	-	-
FOOD, BEVERAGES	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	11.3	9.0	-	-	-	11.3	9.0	-	-	-	-	-	-	-
TEXTILES	8.2	6.5	-	-	-	8.2	6.5	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	9.9	8.8	-	-	-	9.9	8.8	-	-	-	-	-	-	-
WOOD	12.9	12.3	-	-	-	12.9	12.3	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	8.3	6.2	7.1	-	9.8	-	-	-	-	7.6	6.2	7.1	-	-
PRIMARY METALS	8.2	7.5	7.0	-	-	-	-	-	-	8.2	7.5	7.0	-	-
FABRICATED METALS	11.2	10.0	-	-	-	11.2	10.0	-	-	-	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	15.3	9.5	-	-	-	15.3	9.5	-	-	-	-	-	-	-
MISCELLANEOUS MFG	8.5	-	-	-	8.5	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	8.8	6.7	-	-	8.7	1.4	8.9	6.8	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	7.7	8.0	-	-	6.3	-	7.9	8.0	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	7.9	-	-	-	7.9	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	8.9	8.0	-	-	-	8.9	8.0	-	-	-	-	-	-	-
RETAIL TRADE	8.6	9.9	-	-	-	8.6	9.9	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES ..	7.4	5.0	-	-	7.7	1.4	5.8	5.6	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	9.4	6.3	-	-	-	-	9.4	6.3	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	6.0	6.0	-	-	-	-	6.0	6.0	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	7.9	6.4	-	-	8.0	-	7.7	6.4	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	8.5	9.9	-	-	-	-	8.5	9.9	-	-	-	-	-	-
LOCAL ADMINISTRATION	9.6	8.2	-	-	9.6	-	10.0	8.2	-	-	-	-	-	-
CONSTRUCTION	6.5	5.9	-	-	8.0	-	5.2	6.9	-	-	-	-	-	-

TABLE 10

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1979, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS
ALL INDUSTRIES (INCL CONST) ..	54.1	44.2	47.5	35.3	53.1	8.0	52.6	46.8	-	56.9	41.0	48.0	-	72.0
ALL INDUSTRIES (EXCL CONST) ..	54.1	44.0	47.5	35.3	53.2	8.0	52.6	46.4	-	56.9	41.0	48.0	-	72.0
MANUFACTURING	51.2	41.9	31.3	35.3	46.8	-	53.7	49.3	-	42.2	30.2	30.0	-	72.0
FOOD, BEVERAGES	83.0	59.1	51.0	36.0	-	-	60.0	55.0	-	-	-	-	-	99.0
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	60.0	53.0	-	-	-	-	60.0	53.0	-	-	-	-	-	-
TEXTILES	36.9	32.6	-	-	-	-	36.9	32.6	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	33.9	33.4	-	-	-	-	33.9	33.4	-	-	-	-	-	-
WOOD	70.0	75.0	-	-	-	-	70.0	75.0	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	49.4	44.3	53.7	-	44.0	-	-	-	-	51.8	44.3	53.7	-	-
PRIMARY METALS	47.1	38.5	38.5	-	-	-	-	-	-	47.1	38.5	38.5	-	-
FABRICATED METALS	56.8	44.1	20.0	-	-	-	58.9	51.6	-	50.0	20.0	20.0	-	-
MACHINERY	63.0	68.0	-	-	-	-	63.0	68.0	-	-	-	-	-	-
TRANSPORTATION EQUIP	43.3	26.6	26.4	35.0	-	-	38.1	27.0	-	36.2	23.8	23.8	-	60.0
ELECTRICAL PRODUCTS	42.0	33.0	25.0	-	-	-	50.0	45.0	-	40.0	30.0	25.0	-	-
NON-METALLIC MINERALS	50.0	54.0	-	-	-	-	50.0	54.0	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	90.5	65.0	-	-	-	-	90.5	65.0	-	-	-	-	-	-
MISCELLANEOUS MFG	38.4	20.0	20.0	-	49.0	-	-	-	-	25.0	20.0	20.0	-	-
NON-MANUFACTURING (EXCL CONST)	54.5	44.4	51.4	-	53.3	8.0	52.4	45.9	-	59.3	42.8	51.4	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	39.0	10.0	-	-	-	-	-	-	-	39.0	10.0	-	-	-
TRANSPORTATION	60.1	52.0	61.4	-	45.0	-	49.8	49.9	-	64.2	52.7	61.4	-	-
STORAGE	80.0	80.0	-	-	-	-	80.0	80.0	-	-	-	-	-	-
COMMUNICATIONS	61.6	40.9	40.4	-	-	-	-	-	-	61.6	40.9	40.4	-	-
ELECTRIC, GAS, WATER	51.0	-	-	-	51.0	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	70.0	68.4	-	-	-	-	70.0	68.4	-	-	-	-	-	-
RETAIL TRADE	75.7	79.2	-	-	-	-	75.7	79.2	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	49.5	39.0	33.0	-	50.6	8.0	47.0	46.7	-	41.0	32.0	33.0	-	-
HEALTH, WELFARE SERVICES ..	50.8	38.8	-	-	-	-	50.8	38.8	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	21.0	22.0	-	-	-	-	21.0	22.0	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	64.1	55.4	-	-	65.1	-	62.2	55.4	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	38.0	48.0	-	-	-	-	38.0	48.0	-	-	-	-	-	-
LOCAL ADMINISTRATION	53.5	46.6	44.0	-	53.8	-	52.1	47.6	-	55.0	42.0	44.0	-	-
CONSTRUCTION	48.9	61.0	-	-	41.5	-	51.0	61.0	-	-	-	-	-	-

[illegible]

TABLE 12

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1979, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST)...	52.8	45.5	49.6	-	53.1	8.0	52.7	45.9	-	48.6	44.6	49.6	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST)...	52.9	45.0	49.6	-	53.2	8.0	52.7	45.4	-	48.6	44.6	49.6	-	-	-	-	-	-	-	-
MANUFACTURING	53.6	50.2	49.6	-	46.8	-	56.4	51.9	-	48.6	44.6	49.6	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	60.0	53.0	-	-	-	-	60.0	53.0	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	36.9	32.6	-	-	-	-	36.9	32.6	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	33.9	33.4	-	-	-	-	33.9	33.4	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	70.0	75.0	-	-	-	-	70.0	75.0	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	49.4	44.3	53.7	-	44.0	-	-	-	-	-	-	-	51.8	44.3	53.7	-	-	-	-	-
PRIMARY METALS	45.0	45.0	45.0	-	-	-	-	-	-	-	-	-	45.0	45.0	45.0	-	-	-	-	-
FABRICATED METALS	61.8	61.3	-	-	-	-	61.8	61.3	-	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	90.5	65.0	-	-	-	-	90.5	65.0	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	49.0	-	-	-	49.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING(EXCL CONST)	52.9	44.3	-	-	53.3	8.0	52.4	44.8	-	-	-	-	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	58.1	65.0	-	-	45.0	-	60.0	65.0	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	51.0	-	-	-	51.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	70.0	68.4	-	-	-	-	70.0	68.4	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	40.0	50.0	-	-	-	-	40.0	50.0	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	50.1	41.5	-	-	50.6	8.0	47.0	46.7	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	50.8	38.8	-	-	-	-	50.8	38.8	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	21.0	22.0	-	-	-	-	21.0	22.0	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	64.1	55.4	-	-	65.1	-	62.2	55.4	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	38.0	48.0	-	-	-	-	38.0	48.0	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	55.5	60.3	-	-	53.8	-	67.3	60.3	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	48.9	61.0	-	-	41.5	-	51.0	61.0	-	-	-	-	-	-	-	-	-	-	-	-

AVERAGE ANNUAL INCREASE			ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	
			AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
ALL INDUSTRIES, EXCLUDING CONSTRUCTION								
IN PER CENT								
UNDER 4.9 PER CENT	13	11,586	9	8,285	4	3,301		
5.0 - 9.9 PER CENT	102	62,095	19	17,684	83	44,411		
10.0 - 14.9 PER CENT	29	20,668	2	7,700	27	12,968		
15.0 - 19.9 PER CENT	2	699	1	400	1	299		
20.0 - 24.9 PER CENT	-	-	-	-	-	-		
25.0 - 29.9 PER CENT	-	-	-	-	-	-		
30.0 - 34.9 PER CENT	-	-	-	-	-	-		
35.0 - 39.9 PER CENT	-	-	-	-	-	-		
40.0 - 44.9 PER CENT	-	-	-	-	-	-		
45.0 - 49.9 PER CENT	-	-	-	-	-	-		
50.0 PER CENT AND OVER	-	-	-	-	-	-		
AVERAGE	8.5		7.9		8.8			
IN CENTS PER HOUR								
UNDER 9.9 CENTS	-	-	-	-	-	-		
10.0 - 19.9 CENTS	2	2,980	2	2,980	-	-		
20.0 - 29.9 CENTS	12	5,701	4	1,705	8	3,996		
30.0 - 39.9 CENTS	21	10,144	7	4,857	14	5,287		
40.0 - 49.9 CENTS	33	27,744	7	11,351	26	16,393		
50.0 - 59.9 CENTS	29	15,281	4	4,710	25	10,571		
60.0 - 69.9 CENTS	38	26,973	5	6,566	33	20,407		
70.0 - 79.9 CENTS	5	1,891	-	-	5	1,891		
80.0 - 89.9 CENTS	3	3,350	1	1,500	2	1,850		
90.0 - 99.9 CENTS	3	984	1	400	2	584		
100.0 CENTS AND OVER	-	-	-	-	-	-		
AVERAGE	51.4		48.2		53.1			
CONSTRUCTION								
UNDER 4.9 PER CENT	-	-	-	-	-	-		
5.0 - 9.9 PER CENT	3	1,281	-	-	3	1,281		
10.0 - 14.9 PER CENT	-	-	-	-	-	-		
15.0 - 19.9 PER CENT	-	-	-	-	-	-		
20.0 - 24.9 PER CENT	-	-	-	-	-	-		
25.0 - 29.9 PER CENT	-	-	-	-	-	-		
30.0 - 34.9 PER CENT	-	-	-	-	-	-		
35.0 - 39.9 PER CENT	-	-	-	-	-	-		
40.0 - 44.9 PER CENT	-	-	-	-	-	-		
45.0 - 49.9 PER CENT	-	-	-	-	-	-		
50.0 PER CENT AND OVER	-	-	-	-	-	-		
AVERAGE	6.9		-		6.9			
IN CENTS PER HOUR								
UNDER 9.9 CENTS	-	-	-	-	-	-		
10.0 - 19.9 CENTS	-	-	-	-	-	-		
20.0 - 29.9 CENTS	-	-	-	-	-	-		
30.0 - 39.9 CENTS	-	-	-	-	-	-		
40.0 - 49.9 CENTS	1	281	-	-	1	281		
50.0 - 59.9 CENTS	2	1,000	-	-	2	1,000		
60.0 - 69.9 CENTS	-	-	-	-	-	-		
70.0 - 79.9 CENTS	-	-	-	-	-	-		
80.0 - 89.9 CENTS	-	-	-	-	-	-		
90.0 - 99.9 CENTS	-	-	-	-	-	-		
100.0 CENTS AND OVER	-	-	-	-	-	-		
AVERAGE	52.8		-		52.8			

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Ontario
Ministry of
Labour

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FOURTH QUARTER 1979

Prepared by
Research Branch
Ontario Ministry of Labour
March 1980

Hon. Robert Elgie, M.D.
Minister

T.E. Armstrong, Q.C.
Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the fourth quarter of 1979. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

Since the second quarter of 1976, eight new tables have been included in the report - Tables 1 and 6-12, inclusive. Prior to this period the published data related to average annual increases only, that is, the total increases negotiated for the full term of the agreement, reduced to an annual average. This information is now contained in Tables 1-5 and 13 of the expanded report. Tables 6-12 have been added to provide data showing how the total increase is distributed in each 12 month period of the agreement. The additional data have been made possible by the completion of a new computerized processing system.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as follows: one-year - less than 18 months; two-year - 18 to 29 months; three-year - 30 to 41 months; and four-year - 42 to 53 months.

The data in this report were prepared for computer processing by Carolyn McDonald and Kris Krestensen. For further information on any of the tables, please call Carolyn McDonald, Research Branch, Ontario Ministry of Labour (965-6101).

Toronto
March 25, 1980

Highlights

During the fourth quarter of 1979, 109 agreements covering more than 118,500 workers were negotiated in Ontario for bargaining units of 200 or more employees. This represents the lowest number of such agreements negotiated in any quarter during the past four years. Major bargaining situations resolved during the fourth quarter included those involving the three largest auto companies (General Motors, Ford, and Chrysler), Coca-Cola, Toronto Star, the Ontario Council of Regents, and Bell Canada (clerical employees). In addition there were a number of major settlements in the education sector, including one involving elementary teachers employed by the Metro Toronto School Board and three borough boards of education. The agreements concluded in the transportation equipment industry and in education services alone accounted for almost 70 per cent of all employees covered by major fourth quarter agreements.

The average annual base wage rate increase for all industries combined was 5.4 per cent in the fourth quarter, down from 8.5 per cent in the third quarter. In the manufacturing sector, the average annual increase was 3.9 per cent, compared with 7.3 per cent in the third quarter; in non-manufacturing, the corresponding figures were 7.5 and 8.7 per cent, respectively. There were no major construction industry agreements negotiated in the fourth quarter.

	<u>Average Annual Increases</u>			
	<u>Fourth Quarter</u>		<u>Third Quarter</u>	
	<u>1979</u>		<u>1979</u>	
	<u>Per</u>	<u>Cents</u>	<u>Per</u>	<u>Cents</u>
	<u>cent</u>	<u>per hour</u>	<u>cent</u>	<u>per hour</u>
All Industries, including cons-				
truction	5.4	39.3	8.5	51.4
Manufacturing	3.9	29.4	7.3	45.6
Non-Manufacturing (excluding cons-				
truction).....	7.5	52.9	8.7	52.1
Construction	-	-	6.9	52.8

At first sight the dramatically reduced wage increases recorded in the all industries and manufacturing categories in the fourth quarter may appear surprising, particularly since third quarter data had suggested an upward trend in wage settlements. However, the dominant influence of the auto industry settlements on the fourth quarter figures makes them an unreliable guide to the probable course of negotiated wage increases in the immediate future. The auto settlements again followed the now familiar pattern of combining a relatively low general wage increase of around 3 per cent per annum with an uncapped cost-of-living (COLA) clause. Future wage increases arising from operation of the COLA clause are likely

to exceed the general wage increase by a considerable margin. However, only the general wage increase is reflected in the data recorded in the above table.

The wage increases negotiated in agreements without COLA clauses perhaps provide a more reliable indicator of current settlement trends. The average annual base wage rate increase in non-COLA agreements in the fourth quarter was 7.8 per cent, down from 8.8 per cent in the previous quarter. The reduction was slight in the manufacturing sector (to 9.3 per cent, from 9.4 per cent) but much larger in non-manufacturing (to 7.4 per cent, from 8.8 per cent).¹ It is interesting to note that in agreements without cost-of-living clauses, average annual base wage increases in the manufacturing sector have consistently exceeded those in non-manufacturing in each quarter since early 1978, following an extended period during which the reverse was true.

The distribution of collective agreements by duration in the fourth quarter was similar to that recorded in the previous three quarters, with two-year agreements comprising more than half of the total. The average annual base wage rate increase in one-year agreements was 7.4 per cent, in two-year agreements 7.9 per cent and in three-year agreements 3.2 per cent. All of these figures are below the corresponding increases recorded in either of the previous two quarters.

Tables 6-12 provide a breakdown of base wage rate increases by 12-month periods. First-year increases averaged 5.7 per cent, down from 9.3 per cent in the third quarter. Second- and third-year increases, at 4.6 and 3.2 per cent respectively, were also significantly reduced, again to some extent due to the influence of the auto settlements on the overall aggregate data. In agreements without COLA clauses, first-year increases averaged 8.4 per cent in the fourth quarter, compared with 8.8 per cent in the previous quarter.

Table 13 reveals that average annual base wage increases continue to be heavily concentrated in the 5.0 to 9.9 per cent range (in 77 of the 109 agreements). Increases averaged in excess of 10 per cent per annum in 20 agreements (18.3 per cent).

TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1979, BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	109	29	63	17	-	-
NUMBER OF EMPLOYEES AFFECTED	118,550	23,645	35,473	59,432	-	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	5.4	7.4	7.9	3.2	-	-
AGREEMENTS WITH COL CLAUSE	4.0	-	7.6	2.9	-	-
AGREEMENTS WITHOUT COL CLAUSE	7.8	7.4	8.2	8.2	-	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	39.3	46.9	55.0	26.9	-	-
AGREEMENTS WITH COL CLAUSE	34.3	-	61.2	26.1	-	-
AGREEMENTS WITHOUT COL CLAUSE	47.6	46.9	49.2	43.2	-	-

TABLE 2
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING
200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1979, BY INDUSTRY

INDUSTRY	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST)...	109	118,550	5.4	39.3	35	74,043	4.0	34.3	74	44,507	7.8	47.6
ALL INDUSTRIES (EXCL CONST)...	109	118,550	5.4	39.3	35	74,043	4.0	34.3	74	44,507	7.8	47.6
MANUFACTURING	38	68,758	3.9	29.4	19	60,737	3.2	27.4	19	8,021	9.3	44.6
FOOD, BEVERAGES	3	1,340	9.8	57.8	2	600	9.4	72.5	1	740	10.1	46.0
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	3	863	8.3	34.2	1	275	7.5	25.0	2	588	8.6	38.5
TEXTILES	3	1,031	8.7	38.2	2	730	8.3	37.3	1	301	9.6	40.5
KNITTING MILLS	1	240	12.1	45.0	-	-	-	-	1	240	12.1	45.0
CLOTHING	4	1,146	9.4	33.2	-	-	-	-	4	1,146	9.4	33.2
WOOD	1	325	11.7	67.5	-	-	-	-	1	325	11.7	67.5
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	1	296	10.8	59.6	-	-	-	-	1	296	10.8	59.6
PRINTING, PUBLISHING	2	1,600	7.4	36.8	-	-	-	-	2	1,600	7.4	36.8
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	2	556	6.4	47.1	2	556	6.4	47.1	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	7	56,345	2.8	25.6	7	56,345	2.8	25.6	-	-	-	-
ELECTRICAL PRODUCTS	5	2,681	8.2	45.3	2	781	6.8	45.5	3	1,900	8.8	45.2
NON-METALLIC MINERALS	2	1,050	9.1	60.8	2	1,050	9.1	60.8	-	-	-	-
PETROLEUM, OIL	1	225	10.4	74.0	-	-	-	-	1	225	10.4	74.0
CHEMICALS	1	460	10.5	64.0	-	-	-	-	1	460	10.5	64.0
MISCELLANEOUS MFG	2	600	11.0	44.6	1	400	9.6	42.0	1	200	13.7	50.0
NON-MANUFACTURING (EXCL CONST)	71	49,792	7.5	52.9	16	13,306	7.7	65.7	55	36,486	7.4	48.3
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	1	875	15.6	92.0	1	875	15.6	92.0	-	-	-	-
TRANSPORTATION	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	2	8,145	6.8	31.9	-	-	-	-	2	8,145	6.8	31.9
ELECTRIC, GAS, WATER	1	209	8.1	69.0	1	209	8.1	69.0	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	31	26,193	7.8	61.9	12	11,787	7.2	65.5	19	14,406	8.3	59.0
HEALTH, WELFARE SERVICES	22	7,914	7.6	52.9	-	-	-	-	22	7,914	7.6	52.9
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	2	650	6.4	28.1	1	230	6.3	25.0	1	420	6.4	29.9
PERSONAL SERVICES	3	755	7.2	32.1	1	205	2.0	13.0	2	550	9.2	39.2
MISCELLANEOUS SERVICES	1	320	8.9	38.1	-	-	-	-	1	320	8.9	38.1
FEDERAL ADMINISTRATION	2	2,366	1.8	12.2	-	-	-	-	2	2,366	1.8	12.2
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	6	2,365	9.0	66.2	-	-	-	-	6	2,365	9.0	66.2
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1979,
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	29	23,645	7.4	46.9		63	35,473	7.9	55.0		17	59,432	3.2	26.9		-	-	-	-	
ALL INDUSTRIES (EXCL CONST).	29	23,645	7.4	46.9		63	35,473	7.9	55.0		17	59,432	3.2	26.9		-	-	-	-	
MANUFACTURING	6	3,025	9.5	47.7		18	7,090	8.2	44.3		14	58,643	3.1	26.7		-	-	-	-	
FOOD, BEVERAGES	1	740	10.1	46.0		2	600	9.4	72.5		-	-	-	-		-	-	-	-	
TOBACCO	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
LEATHER	-	-	-	-		3	863	8.3	34.2		-	-	-	-		-	-	-	-	
TEXTILES	-	-	-	-		1	301	9.6	40.5		2	730	8.3	37.3		-	-	-	-	
KNITTING MILLS	-	-	-	-		1	240	12.1	45.0		-	-	-	-		-	-	-	-	
CLOTHING	1	200	9.9	35.0		3	946	9.3	32.9		-	-	-	-		-	-	-	-	
WOOD	-	-	-	-		1	325	11.7	67.5		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PAPER	-	-	-	-		-	-	-	-		1	296	10.8	59.6		-	-	-	-	
PRINTING, PUBLISHING	-	-	-	-		-	-	-	-		2	1,600	7.4	36.8		-	-	-	-	
PRIMARY METALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FABRICATED METALS	-	-	-	-		1	284	7.9	54.0		1	272	4.7	40.0		-	-	-	-	
MACHINERY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TRANSPORTATION EQUIP	-	-	-	-		1	1,400	3.6	25.0		-	-	-	-		-	-	-	-	
ELECTRICAL PRODUCTS	2	1,400	8.7	40.9		1	481	7.4	51.0		6	54,945	2.8	25.7		-	-	-	-	
NON-METALLIC MINERALS	-	-	-	-		2	1,050	9.1	60.8		2	800	7.9	49.5		-	-	-	-	
PETROLEUM, OIL	1	225	10.4	74.0		-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	1	460	10.5	64.0		-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		2	600	11.0	44.6		-	-	-	-		-	-	-	-	
NON-MANUFACTURING (EXCL CONST)	23	20,620	7.1	46.8		45	28,383	7.9	57.7		3	789	6.8	41.1		-	-	-	-	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		1	875	15.6	92.0		-	-	-	-		-	-	-	-	
TRANSPORTATION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	2	8,145	6.8	31.9		-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		-	-	-	-		1	209	8.1	69.0		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	13	7,573	8.4	68.6		17	18,360	7.6	59.7		1	260	3.1	22.3		-	-	-	-	
HEALTH, WELFARE SERVICES	-	-	-	-		22	7,914	7.6	52.9		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	1	420	6.4	29.9		1	230	6.3	25.0		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		3	755	7.2	32.1		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	1	2,117	1.2	7.7		1	249	7.2	51.0		1	320	8.9	38.1		-	-	-	-	
PROVINCIAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	6	2,365	9.0	66.2		-	-	-	-		-	-	-	-		-	-	-	-	
CONSTRUCTION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	

ONE-YEAR AGREEMENTS TWO-YEAR AGREEMENTS THREE-YEAR AGREEMENTS FOUR-YEAR AGREEMENTS

INDUSTRY	CENTS PER HOUR				CENTS PER HOUR				CENTS PER HOUR				CENTS PER HOUR			
	AGRTS	EMPLS	PER CENT	PER HOUR	AGRTS	EMPLS	PER CENT	PER HOUR	AGRTS	EMPLS	PER CENT	PER HOUR	AGRTS	EMPLS	PER CENT	PER HOUR
ALL INDUSTRIES (INCL CONST).	-	-	-	-	23	17,327	7.6	61.2	12	56,716	2.9	26.1	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	-	-	-	-	23	17,327	7.6	61.2	12	56,716	2.9	26.1	-	-	-	-
MANUFACTURING	-	-	-	-	9	4,490	7.1	45.8	10	56,247	2.9	25.9	-	-	-	-
FOOD, BEVERAGES	-	-	-	-	2	600	9.4	72.5	-	-	-	-	-	-	-	-
TURACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	1	275	7.5	25.0	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	2	730	8.3	37.3	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	-	-	-	-	1	284	7.9	54.0	1	272	4.7	40.0	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	1	1,400	3.6	25.0	6	54,945	2.8	25.7	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	1	481	7.4	51.0	1	300	5.9	36.6	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	2	1,050	9.1	60.8	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MF6	-	-	-	-	1	400	9.6	42.0	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	-	-	-	-	14	12,837	7.8	66.6	2	469	5.3	43.1	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	1	875	15.6	92.0	-	-	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	1	209	8.1	69.0	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE ...	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	-	-	-	-	11	11,527	7.3	66.4	1	260	3.1	22.3	-	-	-	-
HEALTH, WELFARE SERVICES .	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	1	230	6.3	25.0	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	1	205	2.0	13.0	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES ...	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION ...	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN FOURTH QUARTER OF 1979, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS
ALL INDUSTRIES (INCL CONST).	29	23,645	7.4	46.9	8.2	49.2	40	18,146	8.2	49.2	5	2,716	8.2	43.2	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	29	23,645	7.4	46.9	8.2	49.2	40	18,146	8.2	49.2	5	2,716	8.2	43.2	-	-	-	-	-	-
MANUFACTURING	6	3,025	9.5	47.7	10.1	41.8	9	2,600	10.1	41.8	4	2,396	8.2	43.9	-	-	-	-	-	-
FOOD, BEVERAGES	1	740	10.1	46.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	2	588	8.6	38.5	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	1	301	9.6	40.5	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	1	240	12.1	45.0	-	-	-	-	-	-	-	-	-	-
CLOTHING	1	200	9.9	35.0	9.3	32.9	3	946	9.3	32.9	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	1	325	11.7	67.5	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	1	296	10.8	59.6	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	2	1,600	7.4	36.8	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	2	1,400	8.7	40.9	-	-	-	-	-	-	1	500	9.1	57.3	-	-	-	-	-	-
NON-METALLIC MINERALS	1	225	10.4	74.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	1	460	10.5	64.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	1	200	13.7	50.0	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	23	20,620	7.1	46.8	7.9	50.4	31	15,546	7.9	50.4	1	320	8.9	38.1	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	2	8,145	6.8	31.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	13	7,573	8.4	68.6	8.1	48.3	6	6,833	8.1	48.3	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	-	-	-	-	-	-	22	7,914	7.6	52.9	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	1	420	6.4	29.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	2	550	9.2	39.2	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	1	320	8.9	38.1	-	-	-	-	-	-
FEDERAL ADMINISTRATION	1	2,117	1.2	7.7	7.2	51.0	1	249	7.2	51.0	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	6	2,365	9.0	66.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1979,
BY 2-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

AVERAGE INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
NUMBER OF AGREEMENTS	109	-	29	23	40	12	5	-	-
NUMBER OF EMPLOYEES AFFECTED	118,550	-	23,645	17,327	18,146	56,716	2,716	-	-
AVERAGE PER CENT INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	5.7	-	7.4	8.8	9.4	2.7	10.5	-	-
SECOND 12 MONTHS OF AGREEMENT	4.6	-	-	6.6	7.3	3.0	8.5	-	-
THIRD 12 MONTHS OF AGREEMENT	3.2	-	-	-	2.7	3.1	6.0	-	-
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	5.4	-	7.4	7.6	8.2	2.9	8.2	-	-
AVERAGE CENTS-PER-HOUR INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	39.1	-	46.9	66.0	52.6	22.8	50.7	-	-
SECOND 12 MONTHS OF AGREEMENT	36.8	-	-	56.7	47.0	27.2	44.3	-	-
THIRD 12 MONTHS OF AGREEMENT	28.4	-	-	-	11.0	24.2	36.0	-	-
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	39.4	-	46.9	61.2	49.2	26.1	43.2	-	-

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1979,
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST)...	5.7	4.6	3.2	-	7.4	-	9.1	6.9	2.7	3.0	3.3	3.2	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST)...	5.7	4.6	3.2	-	7.4	-	9.1	6.9	2.7	3.0	3.3	3.2	-	-	-	-	-	-	-	-
MANUFACTURING	3.9	3.7	3.2	-	9.5	-	9.0	7.5	2.7	3.0	3.2	3.2	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	9.8	9.3	-	-	10.1	-	9.5	9.3	-	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	9.5	7.0	-	-	-	-	9.5	7.0	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	10.0	7.8	7.8	-	-	-	10.7	8.6	-	9.7	7.5	7.8	-	-	-	-	-	-	-	-
KNITTING MILLS	12.8	11.4	-	-	-	-	12.8	11.4	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	9.2	9.7	2.7	-	9.9	-	9.0	9.7	2.7	-	-	-	-	-	-	-	-	-	-	-
WOOD	12.9	10.6	-	-	-	-	12.9	10.6	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	11.9	8.9	5.9	-	-	-	-	-	-	11.9	8.9	5.9	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	11.1	6.7	5.0	-	-	-	-	-	-	11.1	6.7	5.0	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	7.5	5.4	4.5	-	-	-	9.9	6.0	-	5.0	4.7	4.5	-	-	-	-	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	2.5	3.0	3.0	-	-	-	4.4	2.8	-	2.5	3.0	3.0	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	9.2	6.3	7.2	-	8.7	-	7.9	7.0	-	10.7	5.8	7.2	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	11.0	8.1	-	-	-	-	11.0	8.1	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	10.4	-	-	-	10.4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	10.5	-	-	-	10.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	11.3	10.7	-	-	-	-	11.3	10.7	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	8.2	6.8	4.9	-	7.1	-	9.1	6.8	-	6.9	9.8	4.9	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	28.2	4.2	-	-	-	-	28.2	4.2	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	6.8	-	-	-	6.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	8.4	8.6	7.4	-	-	-	-	-	-	8.4	8.6	7.4	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	8.4	6.9	3.0	-	8.4	-	8.5	6.9	-	3.4	2.9	3.0	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	8.0	6.8	-	-	-	-	8.0	6.8	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	5.4	-	7.3	5.3	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	6.7	5.3	-	-	-	-	14.0	2.0	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	14.0	2.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	8.8	16.2	-	-	-	-	-	-	-	8.8	16.2	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	1.8	7.0	-	-	1.2	-	7.5	7.0	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	9.0	-	-	-	9.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1979,
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	8.4	7.4	5.6	-	7.4	-	9.4	7.3	2.7	10.5	8.5	6.0	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	8.4	7.4	5.6	-	7.4	-	9.4	7.3	2.7	10.5	8.5	6.0	-	-	-	-	-	-	-	-
MANUFACTURING	10.3	8.6	5.6	-	9.5	-	10.8	9.6	2.7	10.8	7.4	6.0	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	10.1	-	-	-	10.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	9.6	7.6	-	-	-	-	9.6	7.6	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	10.7	8.6	-	-	-	-	10.7	8.6	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	12.8	11.4	-	-	-	-	12.8	11.4	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	9.2	9.7	2.7	-	9.9	-	9.0	9.7	2.7	-	-	-	-	-	-	-	-	-	-	-
WOOD	12.9	10.6	-	-	-	-	12.9	10.6	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	11.9	8.9	5.9	-	-	-	-	-	-	-	11.9	8.9	5.9	-	-	-	-	-	-	-
PRINTING, PUBLISHING	11.1	6.7	5.0	-	-	-	-	-	-	-	11.1	6.7	5.0	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	8.8	8.9	9.3	-	8.7	-	-	-	-	9.0	8.9	9.3	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	10.4	-	-	-	10.4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	10.5	-	-	-	10.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	14.7	12.8	-	-	-	-	14.7	12.8	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	8.0	7.1	-	-	7.1	-	9.2	6.9	-	8.8	16.2	-	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	6.8	-	-	-	6.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES ..	9.1	6.9	-	-	8.4	-	9.8	6.9	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	8.0	6.8	-	-	-	-	8.0	6.8	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	6.4	-	-	-	6.4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	18.4	-	-	-	-	-	18.4	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	8.8	16.2	-	-	-	-	-	-	-	8.8	16.2	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	1.8	7.0	-	-	1.2	-	7.5	7.0	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	9.0	-	-	-	9.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

AVERAGE ANNUAL INCREASE		ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	
IN PER CENT		AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
		ALL INDUSTRIES, EXCLUDING CONSTRUCTION					
UNDER	4.9 PER CENT	12	59,572	10	57,082	2	2,490
5.0	9.9 PER CENT	77	50,492	22	15,451	55	35,041
10.0	14.9 PER CENT	19	7,611	2	635	17	6,976
15.0	19.9 PER CENT	1	875	1	875	-	-
20.0	24.9 PER CENT	-	-	-	-	-	-
25.0	29.9 PER CENT	-	-	-	-	-	-
30.0	34.9 PER CENT	-	-	-	-	-	-
35.0	39.9 PER CENT	-	-	-	-	-	-
40.0	44.9 PER CENT	-	-	-	-	-	-
45.0	49.9 PER CENT	-	-	-	-	-	-
50.0	PER CENT AND OVER	-	-	-	-	-	-
AVERAGE		5.4		4.0		7.8	
UNDER	9.9 CENTS	1	2,117	-	-	1	2,117
10.0	19.9 CENTS	3	760	2	560	1	200
20.0	29.9 CENTS	11	64,465	8	56,115	8	8,350
30.0	39.9 CENTS	13	5,977	5	2,132	3	3,845
40.0	49.9 CENTS	15	9,366	2	672	13	8,694
50.0	59.9 CENTS	33	13,148	6	3,055	27	10,093
60.0	69.9 CENTS	22	16,707	7	8,774	15	7,933
70.0	79.9 CENTS	7	3,765	3	1,600	4	2,165
80.0	89.9 CENTS	2	470	1	260	1	210
90.0	99.9 CENTS	1	875	1	875	-	-
100.0	CENTS AND OVER	1	900	-	-	1	900
AVERAGE		39.3		34.3		47.6	
		CONSTRUCTION					
UNDER	4.9 PER CENT	-	-	-	-	-	-
5.0	9.9 PER CENT	-	-	-	-	-	-
10.0	14.9 PER CENT	-	-	-	-	-	-
15.0	19.9 PER CENT	-	-	-	-	-	-
20.0	24.9 PER CENT	-	-	-	-	-	-
25.0	29.9 PER CENT	-	-	-	-	-	-
30.0	34.9 PER CENT	-	-	-	-	-	-
35.0	39.9 PER CENT	-	-	-	-	-	-
40.0	44.9 PER CENT	-	-	-	-	-	-
45.0	49.9 PER CENT	-	-	-	-	-	-
50.0	PER CENT AND OVER	-	-	-	-	-	-
AVERAGE		-		-		-	
		CONSTRUCTION					
UNDER	9.9 CENTS	-	-	-	-	-	-
10.0	19.9 CENTS	-	-	-	-	-	-
20.0	29.9 CENTS	-	-	-	-	-	-
30.0	39.9 CENTS	-	-	-	-	-	-
40.0	49.9 CENTS	-	-	-	-	-	-
50.0	59.9 CENTS	-	-	-	-	-	-
60.0	69.9 CENTS	-	-	-	-	-	-
70.0	79.9 CENTS	-	-	-	-	-	-
80.0	89.9 CENTS	-	-	-	-	-	-
90.0	99.9 CENTS	-	-	-	-	-	-
100.0	CENTS AND OVER	-	-	-	-	-	-
AVERAGE		-		-		-	

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Ontario
Ministry of
Labour

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FIRST QUARTER 1980

Prepared by

Research Branch

Ontario Ministry of Labour

September 1980



Hon. Robert Elgie, M.D.
Minister

T.E. Armstrong, Q.C.
Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the first quarter of 1980. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

Since the second quarter of 1976, eight new tables have been included in the report - Tables 1 and 6-12, inclusive. Prior to this period the published data related to average annual increases only, that is the total increases negotiated for the full term of the agreement, reduced to an annual average. This information is now contained in Tables 1-5 and 13 of the expanded report. Tables 6-12 have been added to provide data showing how the total increase is distributed in each 12 month period of the agreement. The additional data have been made possible by the completion of a new computerized processing system.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as follows: one-year - less than 18 months; two-year - 18 to 29 months; three-year - 30 to 41 months; and four-year - 42 to 53 months.

The data in this report were prepared for computer processing by Carolynn Beange and Kris Krestensen. For further information on any of the tables, please call Carolynn Beange, Research Branch, Ontario Ministry of Labour (965-6101).

Toronto
September 1980

Highlights

During the first quarter of 1980, 148 agreements covering 132,969 employees were negotiated in Ontario for bargaining units of 200 or more employees. This represents both a relatively high volume of bargaining activity and employee coverage by previous first quarter standards. Employee coverage increased significantly by approximately 64.2 per cent over the same quarter a year ago. Bargaining activity in the first quarter of 1980 was heavily concentrated in the non-manufacturing sector, particularly in education, provincial administration, local administration and federal administration, as these industries accounted for over 70 per cent of all employees affected. Within the manufacturing sector, the heaviest concentration occurred in the electrical products industry as the 6 agreements negotiated during the quarter involved approximately 35 per cent of all employees in manufacturing.

The average annual base wage rate increase for all industries combined was 8.7 per cent, compared with 5.4 per cent in the previous quarter. In the manufacturing sector, the average annual base wage increase was 8.1 per cent, compared with 3.9 per cent in the previous quarter. This figure re-establishes a noticeable upward trend of wages in the manufacturing sector. The rather low average annual base wage increase recorded for the fourth quarter of 1979 reflects the dominance of auto industry settlements with their familiar pattern of relatively low general wage increases combined with cost-of-living provisions. In the non-manufacturing sector, there was an increase to 8.9 per cent from 7.5 per cent in the fourth quarter of 1979. In the only major agreement which was negotiated in the construction industry, the average annual increase was 6.3 per cent.

Average Annual Increases

	<u>First Quarter</u> <u>1980</u>		<u>Fourth Quarter</u> <u>1979</u>	
	<u>Per</u> <u>cent</u>	<u>Cents</u> <u>per hour</u>	<u>Per</u> <u>cent</u>	<u>Cents</u> <u>per hour</u>
All industries, including construction	8.7	58.1	5.4	39.3
Manufacturing	8.1	54.0	3.9	29.4
Non-Manufacturing (excluding construction)	8.9	58.8	7.5	52.9
Construction	6.3	72.5	-	-

Although overall percentage increases in the non-manufacturing sector were slightly higher than those in the manufacturing sector, the reverse was true for agreements without cost-of-living (COLA) clauses, where the respective average annual base wage increases were 11.4 per cent (manufacturing) and 9.2 per cent (non-manufacturing). The average annual increase in base wage rates in all agreements with COLA clauses during the first quarter was 6.9 per cent, compared with 9.4 percent in agreements without COLA clauses, both figures being higher than those of the previous quarter (respectively 4.0 per cent and 7.8 per cent).

When compared with the previous four quarters, the distribution of collective agreements by duration in the first quarter of 1980 revealed a significant shift as 38.5 per cent of the agreements were for a one-year duration (26.6 per cent in the fourth quarter of 1979). Two-year agreements decreased from 57.8 per cent in the fourth quarter of 1979 to 46.6 per cent in the quarter under study. The increase in one-year agreements is somewhat unexpected since the incidence of short-term agreements has generally declined during the past year.

In the first quarter of 1980, the average annual base wage increase in one-year agreements was 9.3 per cent, in two-year agreements 8.9 per cent, in three-year agreements 5.9 per cent, and in the only four-year agreement 9.3 per cent. In each case the first quarter increase was significantly above the corresponding figures for the previous quarter.

Tables 6-12 provide a distribution of base wage rate increases by 12-month periods. Increases in the first 12 months of all agreements rose significantly to 9.1 per cent from 5.7 per cent in the previous quarter. Second and third-year increases at 7.9 and 5.7 per cent respectively, were also higher than in the fourth quarter.

Table 13 reveals that 91 of the 148 major agreements negotiated (almost 62 per cent) in the first quarter of 1980 contained average annual wage increases in the 5.0 to 9.9 percentage range. Forty-five agreements (approximately 30 per cent) contained increases in excess of 10 per cent. This proportion is not only considerably higher than that of the previous quarter (18.3 per cent) but has more than tripled since the 8.5 per cent recorded for the first quarter of 1979.

TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1980, BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	148	57	69	21	1	-
NUMBER OF EMPLOYEES AFFECTED	132,969	71,858	39,274	17,637	4,200	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	8.7	9.3	8.9	5.9	9.3	-
AGREEMENTS WITH COL CLAUSE	6.9	6.9	8.7	5.8	9.3	-
AGREEMENTS WITHOUT COL CLAUSE	9.4	9.6	8.9	13.4	-	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	58.1	58.2	66.3	43.9	37.1	-
AGREEMENTS WITH COL CLAUSE	48.4	56.4	61.0	43.9	37.1	-
AGREEMENTS WITHOUT COL CLAUSE	61.5	58.5	67.0	46.6	-	-

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING
200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1980, BY INDUSTRY

INDUSTRY	ALL AGREEMENTS			AGREEMENTS WITH COST-OF-LIVING CLAUSE			AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE		
	AGRTS	EMPLS	PER CENT	AGRTS	EMPLS	PER CENT	AGRTS	EMPLS	PER CENT
			CENTS PER HOUR			CENTS PER HOUR			CENTS PER HOUR
ALL INDUSTRIES (INCL CONST)...	148	132,969	8.7	34	34,807	6.9	114	98,162	9.4
ALL INDUSTRIES (EXCL CONST)...	147	131,769	8.7	34	34,807	6.9	113	96,962	9.4
MANUFACTURING	42	24,959	8.1	20	15,761	6.1	22	9,198	11.4
FOOD, BEVERAGES	6	1,792	10.6	1	232	6.1	5	1,560	11.3
TOBACCO	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	3	3,140	5.2	3	3,140	5.2	-	-	-
LEATHER	1	214	4.0	1	214	4.0	-	-	-
TEXTILES	3	1,900	13.7	-	-	-	3	1,900	13.7
KNITTING MILLS	1	290	8.0	-	-	-	1	290	8.0
CLOTHING	1	400	11.6	-	-	-	1	400	11.6
WOOD	2	466	10.8	-	-	-	2	466	10.8
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	2	1,910	10.0	-	-	-	2	1,910	10.0
PRIMARY METALS	3	1,204	11.3	2	589	7.3	1	615	15.1
FABRICATED METALS	3	957	8.6	2	726	7.7	1	231	11.4
MACHINERY	3	735	7.6	2	525	6.8	1	210	9.4
TRANSPORTATION EQUIP	3	1,355	3.2	3	1,355	3.2	-	-	-
ELECTRICAL PRODUCTS	6	8,665	6.4	4	8,030	6.3	2	635	7.5
NON-METALLIC MINERALS	2	970	8.9	1	750	9.0	1	220	8.9
PETROLEUM, OIL	1	475	10.5	-	-	-	1	475	10.5
CHEMICALS	2	486	14.5	1	200	13.0	1	286	15.6
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	105	106,810	8.9	14	19,046	7.5	91	87,764	9.2
FORESTRY	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	3	970	9.1	3	970	9.1	-	-	-
TRANSPORTATION	-	-	-	-	-	-	-	-	-
STORAGE	1	4,200	9.3	1	4,200	9.3	-	-	-
COMMUNICATIONS	2	800	9.0	2	800	9.0	-	-	-
ELECTRIC, GAS, WATER	2	410	8.0	1	210	2.8	1	200	13.4
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	46	34,950	7.3	5	4,560	5.4	-	-	-
EDUCATION, RELATED SERVICES	15	4,942	10.2	-	-	-	41	30,390	7.6
HEALTH, WELFARE SERVICES	2	590	10.5	-	-	-	15	4,942	10.2
RECREATIONAL SERVICES	-	-	-	-	-	-	2	590	10.5
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	5	11,855	7.6	-	-	-	-	-	-
FEDERAL ADMINISTRATION	5	29,870	10.4	1	7,950	7.4	4	3,905	7.9
PROVINCIAL ADMINISTRATION	24	18,223	9.6	1	356	8.4	5	29,870	10.4
LOCAL ADMINISTRATION	1	1,200	6.3	-	-	-	23	17,867	9.6
CONSTRUCTION	1	1,200	6.3	-	-	-	1	1,200	6.3
			72.5						72.5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1980,
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	57	71,858	9.3	58.2		69	39,274	8.9	66.3		21	17,637	5.9	43.9		1	4,200	9.3	37.1	
ALL INDUSTRIES (EXCL CONST).	57	71,858	9.3	58.2		68	38,074	8.9	66.1		21	17,637	5.9	43.9		1	4,200	9.3	37.1	
MANUFACTURING	3	1,325	12.8	94.2		26	10,333	10.8	67.9		13	13,301	5.5	39.3		-	-	-	-	
FOOD, BEVERAGES	-	-	-	-		5	1,560	11.3	71.7		1	232	6.1	41.6		-	-	-	-	
TORACCO	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		3	3,140	5.2	34.3		-	-	-	-	
LEATHER	-	-	-	-		-	-	-	-		1	214	4.0	20.6		-	-	-	-	
TEXTILES	-	-	-	-		3	1,900	13.7	84.2		-	-	-	-		-	-	-	-	
KNITTING MILLS	-	-	-	-		1	290	8.0	30.0		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		1	400	11.6	88.5		-	-	-	-		-	-	-	-	
WOOD	-	-	-	-		2	466	10.8	76.7		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PAPER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	-	-	-	-		2	1,910	10.0	62.1		-	-	-	-		-	-	-	-	
PRIMARY METALS	1	615	15.1	125.0		1	210	9.8	55.0		1	379	6.0	42.1		-	-	-	-	
FABRICATED METALS	-	-	-	-		2	551	12.3	76.8		1	406	3.6	31.6		-	-	-	-	
MACHINERY	-	-	-	-		2	520	9.5	61.9		1	215	2.8	24.6		-	-	-	-	
TRANSPORTATION EQUIP	-	-	-	-		-	-	-	-		3	1,355	3.2	27.7		-	-	-	-	
ELECTRICAL PRODUCTS	1	235	11.4	50.5		3	1,070	6.6	37.2		2	7,360	6.3	44.6		-	-	-	-	
NON-METALLIC MINERALS	-	-	-	-		2	970	8.9	61.0		-	-	-	-		-	-	-	-	
PETROLEUM, OIL	1	475	10.5	76.0		-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	-	-	-	-		2	486	14.5	94.6		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
NON-MANUFACTURING (EXCL CONST)	54	70,533	9.2	57.5		42	27,741	8.3	65.5		8	4,336	7.0	58.3		1	4,200	9.3	37.1	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TRANSPORTATION	-	-	-	-		-	-	-	-		3	970	9.1	78.2		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		2	800	9.0	62.9		-	-	-	-		1	4,200	9.3	37.1	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		2	410	8.0	35.9		-	-	-	-	
RETAIL TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE ...	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	19	14,830	7.4	58.6		25	17,520	7.4	65.0		2	2,600	5.9	53.1		-	-	-	-	
HEALTH, WELFARE SERVICES	5	1,406	15.1	83.7		10	3,536	8.2	55.4		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES ...	2	590	10.5	83.5		-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES ...	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION ...	2	9,190	7.3	61.4		3	2,665	8.4	60.5		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	4	26,870	10.2	52.8		1	3,000	12.8	85.7		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	22	17,647	9.0	58.9		1	220	8.7	63.9		1	356	8.4	67.6		-	-	-	-	
CONSTRUCTION	-	-	-	-		1	1,200	6.3	72.5		-	-	-	-		-	-	-	-	

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN FIRST QUARTER OF 1980, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	2	8,900	6.9	56.4	11	4,270	8.7	61.0	20	17,437	5.8	43.9	1	4,200	9.3	37.1
ALL INDUSTRIES (EXCL CONST).	2	8,900	6.9	56.4	11	4,270	8.7	61.0	20	17,437	5.8	43.9	1	4,200	9.3	37.1
MANUFACTURING	-	-	-	-	7	2,460	9.5	60.4	13	13,301	5.5	39.3	-	-	-	-
FOOD, BEVERAGES	-	-	-	-	-	-	-	-	1	232	6.1	41.6	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	3	3,140	5.2	34.3	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	1	214	4.0	20.6	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	1	210	9.8	55.0	1	379	6.0	42.1	-	-	-	-
FABRICATED METALS	-	-	-	-	1	320	12.9	82.5	1	406	3.6	31.6	-	-	-	-
MACHINERY	-	-	-	-	1	310	9.6	62.5	1	215	2.8	24.6	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	-	-	-	-	3	1,355	3.2	27.7	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	2	7,360	6.3	44.6	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	1	750	9.0	60.6	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	1	200	13.0	87.8	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	2	8,900	6.9	56.4	4	1,810	7.6	61.8	7	4,136	6.7	58.9	1	4,200	9.3	37.1
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	-	-	-	-	3	970	9.1	78.2	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	2	800	9.0	62.9	-	-	-	-	1	4,200	9.3	37.1
WHOLESALE TRADE	-	-	-	-	-	-	-	-	1	210	2.8	25.6	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	1	950	2.6	27.0	2	1,010	6.6	60.9	2	2,600	5.9	53.1	-	-	-	-
HEALTH, WELFARE SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	1	7,950	7.4	60.0	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	-	-	-	-	-	-	-	-	1	356	8.4	67.6	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1980,
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

AVERAGE INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS		
		WITH COL CLAUSE	WITHOUT COL CLAUSE	55	WITH COL CLAUSE	WITHOUT COL CLAUSE	58	WITH COL CLAUSE	WITHOUT COL CLAUSE	20	WITH COL CLAUSE	WITHOUT COL CLAUSE	1
NUMBER OF AGREEMENTS	148	2	55		11	58		20	1		1		
NUMBER OF EMPLOYEES AFFECTED	132,969	8,900	62,958		4,270	35,004		17,437	200		4,200		
AVERAGE PER CENT INCREASE IN													
FIRST 12 MONTHS OF AGREEMENT	9.1	5.7	9.9		11.2	9.4		8.5	16.4		0.9		
SECOND 12 MONTHS OF AGREEMENT ...	7.9	-	1.0		7.6	8.6		4.9	12.6		15.9		
THIRD 12 MONTHS OF AGREEMENT	5.7	-	-		-	-		4.1	11.2		12.2		
FOURTH 12 MONTHS OF AGREEMENT ...	9.0	-	-		-	-		-	-		9.0		
FIFTH 12 MONTHS OF AGREEMENT	-	-	-		-	-		-	-		-		
AVERAGE OVER LIFE OF AGREEMENT ..	8.7	6.9	9.6		8.7	8.9		5.8	13.4		9.3		
AVERAGE CENTS-PER-HOUR INCREASE IN													
FIRST 12 MONTHS OF AGREEMENT	60.1	47.5	60.5		75.3	68.0		59.2	50.0		3.3		
SECOND 12 MONTHS OF AGREEMENT ...	57.2	-	5.0		55.2	67.9		38.3	45.0		55.3		
THIRD 12 MONTHS OF AGREEMENT	37.2	-	-		-	-		34.2	45.0		49.2		
FOURTH 12 MONTHS OF AGREEMENT ...	40.8	-	-		-	-		-	-		40.8		
FIFTH 12 MONTHS OF AGREEMENT	-	-	-		-	-		-	-		-		
AVERAGE OVER LIFE OF AGREEMENT ..	58.1	56.4	58.5		61.0	67.0		43.9	46.6		37.1		

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST)...	9.1	7.9	5.7	9.0	9.4	1.0	9.6	8.5	-	8.6	5.0	4.1	-	0.9	15.9	12.2	9.0	-	-	-
ALL INDUSTRIES (EXCL CONST)...	9.1	8.0	5.7	9.0	9.4	1.0	9.7	8.6	-	8.6	5.0	4.1	-	0.9	15.9	12.2	9.0	-	-	-
MANUFACTURING	10.8	6.5	3.3	-	13.0	1.0	12.9	9.6	-	8.9	4.4	3.3	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	12.6	8.9	4.7	-	-	-	13.3	9.4	-	8.5	5.0	4.7	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	8.1	4.5	2.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	4.0	4.1	3.9	-	-	-	-	-	-	8.1	4.5	2.9	-	-	-	-	-	-	-	-
TEXTILES	17.7	9.9	-	-	-	-	17.7	9.9	-	4.0	4.1	3.9	-	-	-	-	-	-	-	-
KNITTING MILLS	8.3	7.7	-	-	-	-	8.3	7.7	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	12.7	10.6	-	-	-	-	12.7	10.6	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	12.2	9.3	-	-	-	-	12.2	9.3	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	9.8	10.3	-	-	-	-	9.8	10.3	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	12.9	6.4	2.6	-	15.1	-	10.3	9.3	-	10.6	4.8	2.6	-	-	-	-	-	-	-	-
FABRICATED METALS	12.8	5.2	2.1	-	-	-	17.9	7.0	-	5.9	2.8	2.1	-	-	-	-	-	-	-	-
MACHINERY	9.7	5.5	3.0	-	-	-	12.7	6.5	-	2.4	3.0	3.0	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	3.5	3.0	3.1	-	-	-	-	-	-	3.5	3.0	3.1	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	10.5	4.6	3.6	-	12.3	1.0	9.2	5.1	-	10.6	4.7	3.6	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	9.1	8.8	-	-	-	-	9.1	8.8	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	10.5	-	-	-	10.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	20.7	29.0	-	-	-	-	20.7	29.0	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	8.7	9.0	9.4	9.0	9.3	-	8.5	8.2	-	7.6	6.8	6.7	-	0.9	15.9	12.2	9.0	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	10.4	8.1	8.9	-	-	-	-	-	-	10.4	8.1	8.9	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	0.9	15.9	12.2	9.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	9.9	8.0	-	-	-	-	9.9	8.0	-	-	-	-	-	0.9	15.9	12.2	9.0	-	-	-
WHOLESALE TRADE	9.2	7.6	7.0	-	-	-	-	-	-	9.2	7.6	7.0	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	7.5	7.6	5.7	-	7.5	-	7.7	7.9	-	6.1	5.9	5.7	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	10.3	6.7	-	-	15.1	-	8.3	6.7	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	10.5	-	-	-	10.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	6.6	7.4	-	-	6.2	-	7.7	7.4	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	11.0	12.3	-	-	10.8	-	13.4	12.3	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	9.6	8.9	6.9	-	9.6	-	8.5	9.0	-	3.5	4.9	6.9	-	-	-	-	-	-	-	-
CONSTRUCTION	7.4	5.3	-	-	-	-	7.4	5.3	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 8

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1980,
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS															
	FIRST 12MOS		THIRD 12MOS		SECOND 12MOS		FOURTH 12MOS		FIRST 12MOS		SECOND 12MOS		THIRD 12MOS		FOURTH 12MOS		FIRST 12MOS		SECOND 12MOS		THIRD 12MOS		FOURTH 12MOS									
	7.2	7.1	5.6	9.0	5.7	11.2	7.6	-	8.5	4.9	4.1	-	0.9	15.9	12.2	9.0	7.2	7.1	5.6	9.0	5.7	11.2	7.6	-	8.5	4.9	4.1	-	0.9	15.9	12.2	9.0
ALL INDUSTRIES (INCL CONST) ..	7.2	7.1	5.6	9.0	5.7	11.2	7.6	-	8.5	4.9	4.1	-	0.9	15.9	12.2	9.0																
ALL INDUSTRIES (EXCL CONST) ..	7.2	7.1	5.6	9.0	5.7	11.2	7.6	-	8.5	4.9	4.1	-	0.9	15.9	12.2	9.0																
MANUFACTURING	9.4	4.9	3.3	-	-	12.1	7.6	-	5.9	4.4	3.3	-	-	-	-	-																
FOOD, BEVERAGES	8.5	5.0	4.7	-	-	-	-	-	8.5	5.0	4.7	-	-	-	-	-																
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																
RUBBER, PLASTICS	8.1	4.5	2.9	-	-	-	-	-	8.1	4.5	2.9	-	-	-	-	-																
LEATHER	4.0	4.1	3.9	-	-	-	-	-	4.0	4.1	3.9	-	-	-	-	-																
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																
PRIMARY METALS	10.5	6.4	2.6	-	-	10.3	9.3	-	10.6	4.8	2.6	-	-	-	-	-																
FABRICATED METALS	11.7	4.7	2.1	-	-	19.1	7.1	-	5.9	2.8	2.1	-	-	-	-	-																
MACHINERY	7.0	6.6	3.0	-	-	10.1	9.0	-	2.4	3.0	3.0	-	-	-	-	-																
TRANSPORTATION EQUIP	3.5	3.0	3.1	-	-	-	-	-	3.5	3.0	3.1	-	-	-	-	-																
ELECTRICAL PRODUCTS	10.5	4.7	3.6	-	-	9.7	5.1	-	10.6	4.7	3.6	-	-	-	-	-																
NON-METALLIC MINERALS	9.0	9.0	-	-	-	9.0	9.0	-	-	-	-	-	-	-	-	-																
PETROLEUM, OIL	25.2	-	-	-	-	25.2	-	-	-	-	-	-	-	-	-	-																
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																
NON-MANUFACTURING (EXCL CONST)	5.4	10.7	9.3	9.0	5.7	10.0	7.6	-	7.2	6.5	6.4	-	0.9	15.9	12.2	9.0																
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																
TRANSPORTATION	10.4	8.1	8.9	-	-	-	-	-	10.4	8.1	8.9	-	-	-	-	-																
STORAGE	0.9	15.9	12.2	9.0	-	-	-	-	-	-	-	-	-	-	-	-																
COMMUNICATIONS	9.9	8.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-																
ELECTRIC, GAS, WATER	9.9	8.0	-	-	-	9.9	8.0	-	2.5	2.8	3.1	-	-	-	-	-																
WHOLESALE TRADE	2.5	2.8	3.1	-	-	-	-	-	-	-	-	-	-	-	-	-																
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																
EDUCATION, RELATED SERVICES	6.2	6.1	5.7	-	2.6	10.0	7.0	-	6.1	5.9	5.7	-	-	-	-	-																
HEALTH, WELFARE SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																
FEDERAL ADMINISTRATION	6.1	-	-	-	5.1	-	-	-	-	-	-	-	-	-	-	-																
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																
LOCAL ADMINISTRATION	9.5	8.9	6.9	-	-	-	-	-	9.5	8.9	6.9	-	-	-	-	-																
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-																

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST)...	9.7	8.5	11.2	-	9.9	1.0	9.4	8.6	-	16.4	12.6	11.2	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST)...	9.8	8.7	11.2	-	9.9	1.0	9.5	8.7	-	16.4	12.6	11.2	-	-	-	-	-	-	-	-
MANUFACTURING	13.2	9.9	-	-	13.0	1.0	13.2	10.2	-	-	-	-	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	13.3	9.4	-	-	-	-	13.3	9.4	-	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	17.7	9.9	-	-	-	-	17.7	9.9	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	8.3	7.7	-	-	-	-	8.3	7.7	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	12.7	10.6	-	-	-	-	12.7	10.6	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	12.2	9.3	-	-	-	-	12.2	9.3	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	9.8	10.3	-	-	-	-	9.8	10.3	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	15.1	-	-	-	15.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	16.3	6.7	-	-	-	-	16.3	6.7	-	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	16.5	2.8	-	-	-	-	16.5	2.8	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	9.9	1.0	-	-	12.3	1.0	8.4	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	9.6	8.1	-	-	-	-	9.6	8.1	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	10.5	-	-	-	10.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	17.6	29.0	-	-	-	-	17.6	29.0	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING(EXCL CONST)	9.4	8.3	11.2	-	9.8	-	8.4	8.2	-	16.4	12.6	11.2	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	16.4	12.6	11.2	-	-	-	-	-	-	16.4	12.6	11.2	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	7.7	7.9	-	-	7.8	-	7.6	7.9	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	10.3	6.7	-	-	15.1	-	8.3	6.7	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	10.5	-	-	-	10.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	7.5	7.4	-	-	7.0	-	7.7	7.4	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	11.0	12.3	-	-	10.8	-	13.4	12.3	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	9.6	9.0	-	-	9.6	-	8.5	9.0	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	7.4	5.3	-	-	-	-	7.4	5.3	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 10

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1980, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST)...	60.1	57.2	37.2	40.8	58.9	5.0	68.8	66.7	-	59.1	38.4	34.3	-	3.3	55.3	49.2	40.8	-	-	-
ALL INDUSTRIES (EXCL CONST)...	59.9	57.1	37.2	40.8	58.9	5.0	68.4	66.8	-	59.1	38.4	34.3	-	3.3	55.3	49.2	40.8	-	-	-
MANUFACTURING	68.6	45.3	25.9	-	94.8	5.0	77.1	63.8	-	59.4	32.5	25.9	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	76.4	60.2	35.0	-	-	-	79.6	63.9	-	55.0	35.0	35.0	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	51.0	31.0	21.0	-	-	-	-	-	-	51.0	31.0	21.0	-	-	-	-	-	-	-	-
LEATHER	20.0	21.0	21.0	-	-	-	-	-	-	20.0	21.0	21.0	-	-	-	-	-	-	-	-
TEXTILES	102.2	66.1	-	-	-	-	102.2	66.1	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	30.0	30.0	-	-	-	-	30.0	30.0	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	91.4	85.7	-	-	-	-	91.4	85.7	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	82.6	70.7	-	-	-	-	82.6	70.7	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	57.6	66.6	-	-	-	-	57.6	66.6	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	95.6	42.4	20.5	-	125.0	-	55.0	55.0	-	70.5	35.5	20.5	-	-	-	-	-	-	-	-
FABRICATED METALS	81.7	38.5	20.0	-	-	-	105.2	48.4	-	50.0	25.0	20.0	-	-	-	-	-	-	-	-
MACHINERY	61.8	39.4	27.0	-	-	-	78.7	45.0	-	21.0	26.0	27.0	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	29.3	26.0	27.9	-	-	-	-	-	-	29.3	26.0	27.9	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	68.0	33.8	28.0	-	54.0	5.0	50.4	31.2	-	71.0	35.0	28.0	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	59.5	62.4	-	-	-	-	59.5	62.4	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	76.0	-	-	-	76.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	128.6	174.0	-	-	-	-	128.6	174.0	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	57.9	65.0	54.8	40.8	58.2	-	65.2	67.9	-	58.0	56.7	60.2	-	3.3	55.3	49.2	40.8	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	81.3	69.9	83.4	-	-	-	-	-	-	81.3	69.9	83.4	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	3.3	55.3	49.2	40.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	66.8	59.0	-	-	-	-	66.8	59.0	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	35.6	35.2	36.8	-	-	-	-	-	-	35.6	35.2	36.8	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	61.8	68.4	55.1	-	58.9	-	65.8	70.9	-	51.3	53.0	55.1	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	63.0	49.3	-	-	83.7	-	54.7	49.3	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	83.5	-	-	-	83.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	53.0	55.8	-	-	52.8	-	53.9	55.8	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	60.1	87.3	-	-	57.5	-	84.1	87.3	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	59.1	70.5	61.0	-	58.9	-	59.5	68.3	-	70.0	72.0	61.0	-	-	-	-	-	-	-	-
CONSTRUCTION	82.0	63.0	-	-	-	-	82.0	63.0	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 12

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1980, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST)...	63.2	67.3	45.0	-	60.5	5.0	68.0	67.9	-	50.0	45.0	45.0	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST)...	62.9	67.5	45.0	-	60.5	5.0	67.5	68.1	-	50.0	45.0	45.0	-	-	-	-	-	-	-	-
MANUFACTURING	80.8	65.8	-	-	94.8	5.0	78.4	67.7	-	-	-	-	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	79.6	63.9	-	-	-	-	79.6	63.9	-	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	102.2	66.1	-	-	-	-	102.2	66.1	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	30.0	30.0	-	-	-	-	30.0	30.0	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	91.4	85.7	-	-	-	-	91.4	85.7	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	82.6	70.7	-	-	-	-	82.6	70.7	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	57.6	66.6	-	-	-	-	57.6	66.6	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	125.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	93.0	45.0	-	-	125.0	-	93.0	45.0	-	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	102.0	20.0	-	-	-	-	102.0	20.0	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	48.3	5.0	-	-	-	-	45.0	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	65.0	60.0	-	-	54.0	5.0	65.0	60.0	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	76.0	-	-	-	76.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	106.0	174.0	-	-	-	-	106.0	174.0	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING(EXCL CONST)	61.1	68.0	45.0	-	59.8	-	64.2	68.2	-	50.0	45.0	45.0	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	50.0	45.0	45.0	-	-	-	-	-	-	50.0	45.0	45.0	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	62.9	71.0	-	-	61.1	-	64.4	71.0	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	63.0	49.3	-	-	83.7	-	54.7	49.3	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	83.5	-	-	-	83.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	59.2	55.8	-	-	70.7	-	53.9	55.8	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	60.1	87.3	-	-	57.5	-	84.1	87.3	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	58.9	68.3	-	-	58.9	-	59.5	68.3	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	82.0	63.0	-	-	-	-	82.0	63.0	-	-	-	-	-	-	-	-	-	-	-	-

AVERAGE ANNUAL INCREASE			ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	
			AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
IN PER CENT			ALL INDUSTRIES, EXCLUDING CONSTRUCTION					
UNDER	4.9 PER CENT	.....	11	6,320	9	4,700	2	1,620
5.0 -	9.9 PER CENT	.....	91	80,175	21	28,957	70	51,218
10.0 -	14.9 PER CENT	.....	38	42,947	4	1,150	34	41,797
15.0 -	19.9 PER CENT	.....	7	2,327	-	-	7	2,327
20.0 -	24.9 PER CENT	.....	-	-	-	-	-	-
25.0 -	29.9 PER CENT	.....	-	-	-	-	-	-
30.0 -	34.9 PER CENT	.....	-	-	-	-	-	-
35.0 -	39.9 PER CENT	.....	-	-	-	-	-	-
40.0 -	44.9 PER CENT	.....	-	-	-	-	-	-
45.0 -	49.9 PER CENT	.....	-	-	-	-	-	-
50.0 PER CENT AND OVER	.....		-	-	-	-	-	-
AVERAGE			8.7	6.9	9.4			
IN CENTS PER HOUR								
UNDER	9.9 CENTS	.....	-	-	-	-	-	-
10.0 -	19.9 CENTS	.....	-	-	-	-	-	-
20.0 -	29.9 CENTS	.....	8	3,469	7	3,069	1	400
30.0 -	39.9 CENTS	.....	13	11,171	6	7,961	7	3,219
40.0 -	49.9 CENTS	.....	18	15,006	5	8,301	13	6,705
50.0 -	59.9 CENTS	.....	33	52,945	4	3,500	29	49,445
60.0 -	69.9 CENTS	.....	26	20,339	6	10,086	20	10,253
70.0 -	79.9 CENTS	.....	22	14,185	3	960	19	13,225
80.0 -	89.9 CENTS	.....	19	10,341	3	930	16	9,411
90.0 -	99.9 CENTS	.....	5	2,999	-	-	5	2,999
100.0 CENTS AND OVER	.....		3	1,314	-	-	3	1,314
AVERAGE			58.1	48.4	61.5			
IN PER CENT								
UNDER	4.9 PER CENT	.....	-	-	-	-	-	-
5.0 -	9.9 PER CENT	.....	1	1,200	-	-	1	1,200
10.0 -	14.9 PER CENT	.....	-	-	-	-	-	-
15.0 -	19.9 PER CENT	.....	-	-	-	-	-	-
20.0 -	24.9 PER CENT	.....	-	-	-	-	-	-
25.0 -	29.9 PER CENT	.....	-	-	-	-	-	-
30.0 -	34.9 PER CENT	.....	-	-	-	-	-	-
35.0 -	39.9 PER CENT	.....	-	-	-	-	-	-
40.0 -	44.9 PER CENT	.....	-	-	-	-	-	-
45.0 -	49.9 PER CENT	.....	-	-	-	-	-	-
50.0 PER CENT AND OVER	.....		-	-	-	-	-	-
AVERAGE			6.3	-	6.3			
IN CENTS PER HOUR								
UNDER	9.9 CENTS	.....	-	-	-	-	-	-
10.0 -	19.9 CENTS	.....	-	-	-	-	-	-
20.0 -	29.9 CENTS	.....	-	-	-	-	-	-
30.0 -	39.9 CENTS	.....	-	-	-	-	-	-
40.0 -	49.9 CENTS	.....	-	-	-	-	-	-
50.0 -	59.9 CENTS	.....	-	-	-	-	-	-
60.0 -	69.9 CENTS	.....	-	-	-	-	-	-
70.0 -	79.9 CENTS	.....	-	-	-	-	-	-
80.0 -	89.9 CENTS	1	1,200	-	-	1	1,200
90.0 -	99.9 CENTS	-	-	-	-	-	-
100.0 CENTS AND OVER		-	-	-	-	-	-
AVERAGE			72.5	-	72.5			

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Ontario
Ministry of
Labour

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, SECOND QUARTER 1980

Prepared by
Research Branch
Ontario Ministry of Labour
November 1980



Hon Robert Elgie, M.D.
Minister

T.E. Armstrong, Q.c.
Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the second quarter of 1980. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

Since the second quarter of 1976, eight new tables have been included in the report - Tables 1 and 6-12, inclusive. Prior to this period the published data related to average annual increases only, that is, the total increases negotiated for the full term of the agreement, reduced to an annual average. This information is now contained in Tables 1-5 and 13 of the expanded report. Tables 6-12 have been added to provide data showing how the total increase is distributed in each 12 month period of the agreement. The additional data have been made possible by the completion of a new computerized processing system.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as follows: one-year - less than 18 months; two-year - 18 to 29 months; three-year - 30 to 41 months; and four-year - 42 to 53 months.

The data in this report were prepared for computer processing by Carolynn Beange and Kris Krestensen. For further information on any of the tables, please call Carolynn Beange, Research Branch, Ontario Ministry of Labour (965-6101).

Toronto
November 1980

Highlights

During the second quarter of 1980, 196 agreements covering 175,003 employees were negotiated in Ontario for bargaining units of 200 or more employees. While this level of bargaining activity and employee coverage are relatively high when compared with the three preceding quarters, the second quarter has traditionally been a period with a heavy volume of bargaining activity. Bargaining was heaviest in the non-manufacturing sector with education, federal administration, electric, gas and water, and construction together contributing 75.8 per cent of the sector agreements and almost 80 per cent of the affected workers. Within the manufacturing sector, the heaviest concentration occurred in food and beverages, transportation equipment, and electrical products as the 36 agreements negotiated in these industries involved 53.4 per cent of all employees in this sector.

The average annual base wage rate increase for all industries combined was 8.9 per cent, up only slightly from the 8.7 per cent figure recorded for the previous quarter. In the manufacturing sector, the average annual base wage increase was 7.6 per cent, compared with 8.1 per cent in the first quarter of 1980 and even lower than the 7.9 per cent recorded for the same quarter a year ago. In the non-manufacturing sector (excluding construction) there was an increase to 9.5 per cent from 8.9 per cent in the first quarter of 1980. In construction, the second quarter increase was 7.7 per cent, up from 6.3 per cent in the previous quarter. However, the quarter-to-quarter wage changes in the construction industry should be regarded as of minor significance since the comparison involved only one major agreement for the preceding quarter and 22 agreements for the second quarter.

Average Annual Increases

<u>Second Quarter</u>		<u>First Quarter</u>	
1980		1980	
Per	Cents	Per	Cents
cent	per hour	cent	per hour

All industries, including
construction

Manufacturing

Non-Manufacturing (excluding
construction)

Construction

8.9	68.2	8.7	58.1
7.6	55.5	8.1	54.0
9.5	68.9	8.9	58.8
7.7	87.0	6.3	72.5

As has frequently been the case in the past few years overall percentage increases in the manufacturing sector were lower than increases in the non-manufacturing sector. This difference was very marked in agreements with cost of living clauses as non-manufacturing base wage increases (9.1 per cent) were almost double those in manufacturing (5.1 per cent). However, for agreements without cost of living clauses the difference in annual base wage increases between manufacturing and non-manufacturing was a relatively small one per cent. The average annual increase in base wage rates in all agreements with cost of living clauses was 7.6 per cent, compared to 9.5 per cent in agreements without cost of living clauses, both figures being slightly higher than those of the previous quarter (respectively 6.9 per cent and 9.4 per cent).

Approximately 58 per cent of the major agreements negotiated were for a two-year duration (46.6 per cent in the first quarter). One-year agreements witnessed a decline from 38.5 per cent in the previous quarter to 23.5 per cent. The increase in two-year agreements reflects a trend which developed in 1978 with the removal of wage and price controls. In 1979 the proportion of two-year agreements ranged from 52.3 per cent in the first quarter to 57.8 per cent in the fourth quarter. In addition, during 1979 the proportion of three-year agreements also increased significantly to 14.7 per cent, the highest such figure since 1973.

Average annual base wage increases in one-year agreements rose to 9.9 per cent, as compared with 9.3 per cent in the previous quarter. Two-year agreements showed a marginal increase, up to 9.0 per cent from 8.9 per cent in the previous quarter. However, three-year agreements showed a slight decrease, down to 5.7 per cent from 5.9 per cent in the first quarter.

Tables 6-12 provide information on the distribution of wage increases over the terms of the agreements negotiated. Increases in the first 12 months of all agreements rose from 9.1 per cent in the previous quarter to 9.8 in the quarter under study. Second and third-year increases at 7.5 and 5.0 per cent respectively, were slightly lower than in the first quarter of 1980.

Table 13 reveals that 93 of the 196 agreements negotiated (approximately 47 per cent) provided average annual base wage rate increases in the 5.0 to 9.9 per cent range. Fifty-eight agreements (approximately 30 per cent) contained increases in excess of 10 per cent. The latter percentage is similar to that recorded for the previous quarter and seems to suggest that negotiated changes in base wage rates are becoming less concentrated within the 5.0 to 9.9 per cent range.

TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1980, BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	196	46	114	36	-	-
NUMBER OF EMPLOYEES AFFECTED	175,003	60,963	91,134	22,906	-	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	8.9	9.9	9.0	5.7	-	-
AGREEMENTS WITH COL CLAUSE	7.0	9.1	8.9	5.1	-	-
AGREEMENTS WITHOUT COL CLAUSE	9.5	10.0	9.0	10.5	-	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	68.2	68.0	73.8	46.4	-	-
AGREEMENTS WITH COL CLAUSE	58.4	72.0	64.3	42.8	-	-
AGREEMENTS WITHOUT COL CLAUSE	73.3	67.2	78.6	71.5	-	-

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING
200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1980, BY INDUSTRY

INDUSTRY	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST)...	196	175,003	8.9	68.2	52	60,138	7.6	58.4	144	114,865	9.5	73.3
ALL INDUSTRIES (EXCL CONST)...	174	152,693	9.0	65.4	52	60,138	7.6	58.4	122	92,555	10.0	70.0
MANUFACTURING	76	39,276	7.6	55.5	39	22,411	5.1	40.0	37	16,865	10.8	76.2
FOOD, BEVERAGES	17	9,681	9.5	79.5	10	4,696	8.2	71.7	7	4,985	10.7	86.8
TOBACCO	1	252	11.2	83.5	1	252	11.2	83.5	-	-	-	-
RUBBER, PLASTICS	5	2,735	4.4	32.8	5	2,735	4.4	32.8	-	-	-	-
LEATHER	1	260	10.3	45.5	-	-	-	-	1	260	10.3	45.5
TEXTILES	4	2,533	8.5	50.6	1	1,000	3.4	25.0	3	1,533	11.8	67.3
KNITTING MILLS	1	374	11.5	48.0	-	-	-	-	1	374	11.5	48.0
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	1	320	9.0	66.0	-	-	-	-	1	320	9.0	66.0
FURNITURE, FIXTURES	6	1,573	9.7	54.6	4	1,128	9.1	53.5	2	445	11.2	57.4
PAPER	6	2,795	11.7	93.3	-	-	-	-	6	2,795	11.7	93.3
PRINTING, PUBLISHING	2	1,320	9.8	69.2	-	-	-	-	2	1,320	9.8	69.2
PRIMARY METALS	1	600	1.3	10.0	1	600	1.3	10.0	-	-	-	-
FABRICATED METALS	3	712	10.7	63.2	1	200	7.7	53.3	2	512	11.9	67.0
MACHINERY	5	3,367	3.6	27.5	4	3,117	2.8	24.4	1	250	13.0	66.5
TRANSPORTATION EQUIP	10	7,309	4.8	35.4	7	6,360	3.9	30.9	3	949	10.4	65.9
ELECTRICAL PRODUCTS	9	3,977	8.2	49.5	4	2,035	5.4	34.1	5	1,942	11.1	65.7
NON-METALLIC MINERALS	2	960	8.6	71.8	-	-	-	-	2	960	8.6	71.8
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	2	508	5.5	32.0	1	288	3.1	21.5	1	220	8.7	45.8
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	98	113,417	9.5	68.9	13	37,727	9.1	69.3	85	75,690	9.8	68.7
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	1	260	6.1	50.0	1	260	6.1	50.0	-	-	-	-
TRANSPORTATION	4	3,240	8.6	62.5	2	1,025	3.9	32.8	2	2,215	10.8	76.3
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	1	230	13.0	57.7	1	230	13.0	57.7	-	-	-	-
ELECTRIC, GAS, WATER	3	16,463	10.0	63.5	1	15,193	10.0	63.0	2	1,270	10.1	68.8
WHOLESALE TRADE	1	320	6.9	47.5	1	320	6.9	47.5	-	-	-	-
RETAIL TRADE	1	1,400	9.7	103.3	1	1,400	9.7	103.3	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	60	40,741	8.5	70.8	4	9,650	7.9	73.9	56	31,091	8.8	69.8
HEALTH, WELFARE SERVICES	8	3,373	12.4	71.3	1	369	8.1	47.2	7	3,004	13.0	74.3
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	3	1,152	11.5	72.0	-	-	-	-	3	1,152	11.5	72.0
PERSONAL SERVICES	1	400	9.6	29.0	-	-	-	-	1	400	9.6	29.0
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	6	28,676	10.0	66.1	1	9,280	9.6	76.0	5	19,396	10.3	61.4
PROVINCIAL ADMINISTRATION	2	9,175	10.3	65.4	-	-	-	-	2	9,175	10.3	65.4
LOCAL ADMINISTRATION	7	7,987	10.0	82.8	-	-	-	-	7	7,987	10.0	82.8

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1980,
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGTS	EMPLS	PER CENT	CENTS PER HOUR		AGTS	EMPLS	PER CENT	CENTS PER HOUR		AGTS	EMPLS	PER CENT	CENTS PER HOUR		AGTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	46	60,963	9.9	68.0		114	91,134	9.0	73.8		36	22,906	5.7	46.4		-	-	-	-	
ALL INDUSTRIES (EXCL CONST).	46	60,963	9.9	68.0		92	68,824	9.4	69.6		36	22,906	5.7	46.4		-	-	-	-	
MANUFACTURING	6	3,215	8.3	53.9		38	15,624	10.4	72.9		32	20,437	5.3	42.5		-	-	-	-	
FOOD, BEVERAGES	-	-	-	-		8	5,340	10.0	79.3		9	4,341	8.9	79.6		-	-	-	-	
TOBACCO	-	-	-	-		1	252	11.2	83.5		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		5	2,735	4.4	32.8		-	-	-	-	
LEATHER	-	-	-	-		1	260	10.3	45.5		-	-	-	-		-	-	-	-	
TEXTILES	-	-	-	-		3	1,533	11.8	67.3		1	1,000	3.4	25.0		-	-	-	-	
KNITTING MILLS	-	-	-	-		1	374	11.5	48.0		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
WOOD	-	-	-	-		1	320	9.0	66.0		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		6	1,573	9.7	54.6		-	-	-	-		-	-	-	-	
PAPER	-	-	-	-		6	2,795	11.7	93.3		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	2	1,320	9.8	69.2		-	-	-	-		-	-	-	-		-	-	-	-	
PRIMARY METALS	1	600	1.3	10.0		-	-	-	-		-	-	-	-		-	-	-	-	
FABRICATED METALS	-	-	-	-		2	512	11.9	67.0		-	-	-	-		-	-	-	-	
MACHINERY	-	-	-	-		1	250	13.0	66.5		1	200	7.7	53.3		-	-	-	-	
TRANSPORTATION EQUIP	-	-	-	-		3	815	8.2	50.8		4	3,117	2.8	24.4		-	-	-	-	
ELECTRICAL PRODUCTS	3	1,295	10.0	58.6		2	420	9.4	54.9		7	6,494	4.3	33.5		-	-	-	-	
NON-METALLIC MINERALS	-	-	-	-		2	960	8.6	71.8		4	2,262	6.9	43.3		-	-	-	-	
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	-	-	-	-		1	220	8.7	45.8		1	288	3.1	21.5		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
NON-MANUFACTURING (EXCL CONST)	40	57,748	10.0	68.7		54	53,200	9.1	68.6		4	2,469	9.2	78.5		-	-	-	-	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		1	260	6.1	50.0		-	-	-	-		-	-	-	-	
TRANSPORTATION	1	210	9.2	70.0		2	2,730	8.7	61.4		1	300	7.3	67.6		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	-	-	-	-		1	230	13.0	57.7		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		3	16,463	10.0	63.5		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		1	320	6.9	47.5		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		-	-	-	-		1	1,400	9.7	103.3		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	25	11,943	8.7	66.7		35	28,798	8.5	72.5		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	3	1,775	15.8	85.6		4	1,229	8.8	57.6		1	369	8.1	47.2		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		3	1,152	11.5	72.0		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		-	-	-	-		1	400	9.6	29.0		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	5	28,466	10.1	66.0		-	-	-	-		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	2	9,175	10.3	65.4		1	210	9.7	79.8		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	4	6,179	10.0	85.2		3	1,608	10.0	74.3		-	-	-	-		-	-	-	-	
CONSTRUCTION	-	-	-	-		22	22,310	7.7	87.0		-	-	-	-		-	-	-	-	

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN SECOND QUARTER OF 1980, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGTS	EMPLS	PER CENT	CENTS PER HOUR		AGTS	EMPLS	PER CENT	CENTS PER HOUR		AGTS	EMPLS	PER CENT	CENTS PER HOUR		AGTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	2	9,880	9.1	72.0		20	30,243	8.9	64.3		30	20,015	5.1	42.8		-	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	2	9,880	9.1	72.0		20	30,243	8.9	64.3		30	20,015	5.1	42.8		-	-	-	-	-
MANUFACTURING	1	600	1.3	10.0		11	3,865	8.2	56.3		27	17,946	4.6	37.5		-	-	-	-	-
FOOD, BEVERAGES	-	-	-	-		3	1,675	7.4	58.1		7	3,021	8.7	79.2		-	-	-	-	-
TOBACCO	-	-	-	-		1	252	11.2	83.5		-	-	-	-		-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		5	2,735	4.4	32.8		-	-	-	-	-
LEATHER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
TEXTILES	-	-	-	-		-	-	-	-		1	1,000	3.4	25.0		-	-	-	-	-
KNITTING MILLS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
CLOTHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
WOOD	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-		4	1,128	9.1	53.5		-	-	-	-		-	-	-	-	-
PAPER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
PRIMARY METALS	1	600	1.3	10.0		-	-	-	-		-	-	-	-		-	-	-	-	-
FABRICATED METALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
MACHINERY	-	-	-	-		-	-	-	-		1	200	7.7	53.3		-	-	-	-	-
TRANSPORTATION EQUIP.	-	-	-	-		-	-	-	-		4	3,117	2.8	24.4		-	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-		2	590	7.6	46.4		5	5,770	3.6	29.3		-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-		1	220	8.4	53.0		3	1,815	5.0	31.8		-	-	-	-	-
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
CHEMICALS	-	-	-	-		-	-	-	-		1	288	3.1	21.5		-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	1	9,280	9.6	76.0		9	26,378	8.9	65.4		3	2,069	9.1	88.1		-	-	-	-	-
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
MINING, QUARRYING	-	-	-	-		1	260	6.1	50.0		-	-	-	-		-	-	-	-	-
TRANSPORTATION	-	-	-	-		1	725	2.5	18.5		1	300	7.3	67.6		-	-	-	-	-
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
COMMUNICATIONS	-	-	-	-		1	230	13.0	57.7		-	-	-	-		-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-		1	15,193	10.0	63.0		-	-	-	-		-	-	-	-	-
WHOLESALE TRADE	-	-	-	-		1	320	6.9	47.5		-	-	-	-		-	-	-	-	-
RETAIL TRADE	-	-	-	-		-	-	-	-		1	1,400	9.7	103.3		-	-	-	-	-
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
INSURANCE, REAL ESTATE ...	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
EDUCATION, RELATED SERVICE	-	-	-	-		4	9,650	7.9	73.9		-	-	-	-		-	-	-	-	-
HEALTH, WELFARE SERVICES ..	-	-	-	-		-	-	-	-		1	369	8.1	47.2		-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
PERSONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
FEDERAL ADMINISTRATION ...	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
PROVINCIAL ADMINISTRATION	1	9,280	9.6	76.0		-	-	-	-		-	-	-	-		-	-	-	-	-
LOCAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
CONSTRUCTION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN SECOND QUARTER OF 1980, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	44	51,083	10.0	67.2		94	60,891	9.0	78.6		6	2,891	10.5	71.5		-	-	-	-	
ALL INDUSTRIES (EXCL CONST).	44	51,083	10.0	67.2		72	38,581	9.8	73.7		6	2,891	10.5	71.5		-	-	-	-	
MANUFACTURING	5	2,615	9.9	64.0		27	11,759	11.1	78.4		5	2,491	10.6	78.3		-	-	-	-	
FOOD, BEVERAGES	-	-	-	-		5	3,665	11.2	89.0		2	1,320	9.3	80.5		-	-	-	-	
TOBACCO	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
LEATHER	-	-	-	-		1	260	10.3	45.5		-	-	-	-		-	-	-	-	
TEXTILES	-	-	-	-		3	1,533	11.8	67.3		-	-	-	-		-	-	-	-	
KNITTING MILLS	-	-	-	-		1	374	11.5	48.0		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
WOOD	-	-	-	-		1	320	9.0	66.0		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		2	445	11.2	57.4		-	-	-	-		-	-	-	-	
PAPER	-	-	-	-		6	2,795	11.7	93.3		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	2	1,320	9.8	69.2		-	-	-	-		-	-	-	-		-	-	-	-	
PRIMARY METALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FABRICATED METALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MACHINERY	-	-	-	-		2	512	11.9	67.0		-	-	-	-		-	-	-	-	
TRANSPORTATION EQUIP	-	-	-	-		1	250	13.0	66.5		-	-	-	-		-	-	-	-	
ELECTRICAL PRODUCTS	3	1,295	10.0	58.6		1	225	9.9	62.5		2	724	10.6	67.0		-	-	-	-	
NON-METALLIC MINERALS	-	-	-	-		1	200	10.5	57.0		1	447	14.6	90.0		-	-	-	-	
PETROLEUM, OIL	-	-	-	-		2	960	8.6	71.8		-	-	-	-		-	-	-	-	
CHEMICALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		1	220	8.7	45.8		-	-	-	-		-	-	-	-	
NON-MANUFACTURING(EXCL CONST	39	48,468	10.1	67.4		45	26,822	9.2	71.6		1	400	9.6	29.0		-	-	-	-	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TRANSPORTATION	1	210	9.2	70.0		1	2,005	11.0	77.0		-	-	-	-		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		2	1,270	10.1	68.8		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICES	25	11,943	8.7	56.7		31	19,148	8.8	71.8		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	3	1,775	15.8	85.8		4	1,229	8.8	57.6		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		3	1,152	11.5	72.0		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		-	-	-	-		1	400	9.6	29.0		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	4	19,186	10.3	61.2		1	210	9.7	79.8		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	2	9,175	10.3	65.4		-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	4	6,179	10.0	65.2		3	1,808	10.0	74.3		-	-	-	-		-	-	-	-	
CONSTRUCTION	-	-	-	-		22	22,310	7.7	87.0		-	-	-	-		-	-	-	-	

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1980,
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

AVERAGE INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
NUMBER OF AGREEMENTS	196	2	44	20	94	30	6	-	-
NUMBER OF EMPLOYEES AFFECTED	175,003	9,880	51,083	30,243	60,891	20,015	2,891	-	-
AVERAGE PER CENT INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	9.8	9.1	10.3	10.2	10.7	5.6	12.1	-	-
SECOND 12 MONTHS OF AGREEMENT	7.5	-	-	7.6	8.2	5.2	9.9	-	-
THIRD 12 MONTHS OF AGREEMENT	5.0	-	-	-	-	4.4	9.5	-	-
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	8.9	9.1	10.0	8.9	9.0	5.1	10.5	-	-
AVERAGE CENTS-PER-HOUR INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	74.2	72.0	68.5	69.8	91.9	43.3	73.6	-	-
SECOND 12 MONTHS OF AGREEMENT	62.7	-	-	58.9	71.3	44.5	67.8	-	-
THIRD 12 MONTHS OF AGREEMENT	44.2	-	-	-	-	40.0	72.9	-	-
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	68.2	72.0	67.2	64.3	78.6	42.8	71.5	-	-

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AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1980, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST)...	9.8	7.5	5.0	5.0	-	10.1	-	10.5	8.0	-	6.4	5.8	5.0	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST)...	9.6	7.9	5.0	5.0	-	10.1	-	10.1	8.6	-	6.4	5.8	5.0	-	-	-	-	-	-	-
MANUFACTURING	8.3	7.2	4.7	4.7	-	8.5	-	11.3	9.6	-	5.9	5.4	4.7	-	-	-	-	-	-	-
FOOD, BEVERAGES	10.1	9.3	8.1	8.1	-	-	-	10.4	9.7	-	9.7	8.8	8.1	-	-	-	-	-	-	-
TOBACCO	12.9	9.5	-	-	-	-	-	12.9	9.5	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	4.4	6.0	2.9	2.9	-	-	-	-	-	-	4.4	6.0	2.9	-	-	-	-	-	-	-
LEATHER	11.9	8.7	-	-	-	-	-	11.9	8.7	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	9.8	7.3	3.3	3.3	-	-	-	13.9	9.9	-	3.6	3.4	3.3	-	-	-	-	-	-	-
KNITTING MILLS	12.7	11.2	-	-	-	-	-	12.7	11.2	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	9.9	8.0	-	-	-	-	-	9.9	8.0	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	10.6	9.1	-	-	-	-	-	10.6	9.1	-	-	-	-	-	-	-	-	-	-	-
PAPER	12.0	11.5	-	-	-	-	-	12.0	11.5	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	9.8	-	-	-	-	9.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	1.3	-	-	-	-	1.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	11.1	10.8	5.9	5.9	-	-	-	11.2	12.6	-	10.9	6.3	5.9	-	-	-	-	-	-	-
MACHINERY	3.6	3.5	2.9	2.9	-	-	-	16.0	10.0	-	2.6	3.0	2.9	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	5.1	4.5	4.1	4.1	-	-	-	9.7	6.7	-	4.5	4.2	4.1	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	10.3	5.8	5.3	5.3	-	10.5	-	11.3	7.7	-	10.0	5.5	5.3	-	-	-	-	-	-	-
NON-METALLIC MINERALS	10.6	5.6	-	-	-	-	-	10.6	5.6	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	6.1	5.1	3.0	3.0	-	-	-	9.5	8.0	-	3.5	3.0	3.0	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING(EXCL CONST)	10.0	8.4	8.1	8.1	-	10.2	-	9.8	8.3	-	10.3	9.7	8.1	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	10.2	2.3	-	-	-	-	-	10.2	2.3	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	9.3	8.2	-	-	-	9.2	-	9.1	8.3	-	10.7	7.7	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	12.9	17.8	-	-	-	-	-	12.9	17.8	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	11.8	8.1	-	-	-	-	-	11.8	8.1	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	9.8	4.1	-	-	-	-	-	9.8	4.1	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	10.9	9.8	8.5	8.5	-	-	-	-	-	-	10.9	9.8	8.5	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	8.6	8.5	-	-	-	8.9	-	8.5	8.5	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	12.0	7.1	7.0	7.0	-	14.8	-	9.1	6.6	-	8.5	9.0	7.0	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	11.6	9.7	-	-	-	-	-	11.6	9.7	-	-	11.3	7.7	-	-	-	-	-	-	-
PERSONAL SERVICES	9.9	11.3	7.7	7.7	-	-	-	-	-	-	9.9	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	10.1	8.0	-	-	-	10.1	-	11.5	8.0	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	11.9	-	-	-	-	11.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	10.3	8.8	-	-	-	10.0	-	11.3	8.8	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	11.7	5.1	-	-	-	-	-	11.7	5.1	-	-	-	-	-	-	-	-	-	-	-

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1980,
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	10.6	8.3	9.5		10.3		10.7	8.2		12.1	9.9	9.5								
ALL INDUSTRIES (EXCL CONST) ..	10.3	9.4	9.5		10.3		10.1	9.4		12.1	9.9	9.5								
MANUFACTURING	11.7	10.2	9.7		10.2		11.9	10.3		12.4	9.7	9.7								
FOOD, BEVERAGES	11.1	10.4	8.9				11.5	10.9		9.9	9.0	8.9								
TOBACCO	-	-	-		-	-	-	-		-	-	-								
RUBBER, PLASTICS	-	-	-		-	-	-	-		-	-	-								
LEATHER	11.9	8.7	-		-	-	11.9	8.7		-	-	-								
TEXTILES	13.9	9.9	-		-	-	13.9	9.9		-	-	-								
KNITTING MILLS	12.7	11.2	-		-	-	12.7	11.2		-	-	-								
CLOTHING	-	-	-		-	-	-	-		-	-	-								
WOOD	9.9	8.0	-		-	-	9.9	8.0		-	-	-								
FURNITURE, FIXTURES	11.4	11.1	-		-	-	11.4	11.1		-	-	-								
PAPER	12.0	11.5	-		-	-	12.0	11.5		-	-	-								
PRINTING, PUBLISHING	9.8	-	-		9.8	-	-	-		-	-	-								
PRIMARY METALS	-	-	-		-	-	-	-		-	-	-								
FABRICATED METALS	11.2	12.6	-		-	-	11.2	12.6		-	-	-								
MACHINERY	16.0	10.0	-		-	-	16.0	10.0		-	-	-								
TRANSPORTATION EQUIP	12.6	9.6	9.0		-	-	10.8	9.0		13.1	9.8	9.0								
ELECTRICAL PRODUCTS	12.4	11.4	13.4		10.5	-	10.5	10.5		18.8	11.8	13.4								
NON-METALLIC MINERALS	10.6	5.6	-		-	-	10.6	5.6		-	-	-								
PETROLEUM, OIL	-	-	-		-	-	-	-		-	-	-								
CHEMICALS	9.5	8.0	-		-	-	9.5	8.0		-	-	-								
MISCELLANEOUS MFG	-	-	-		-	-	-	-		-	-	-								
NON-MANUFACTURING (EXCL CONST)	10.0	9.0	7.7		10.4		9.3	9.0		9.9	11.3	7.7								
FORESTRY	-	-	-		-	-	-	-		-	-	-								
MINING, QUARRYING	-	-	-		-	-	-	-		-	-	-								
TRANSPORTATION	11.2	10.5	-		9.2		11.5	10.5		-	-	-								
STORAGE	-	-	-		-	-	-	-		-	-	-								
COMMUNICATIONS	-	-	-		-	-	-	-		-	-	-								
ELECTRIC, GAS, WATER	10.0	10.2	-		-	-	10.0	10.2		-	-	-								
WHOLESALE TRADE	-	-	-		-	-	-	-		-	-	-								
RETAIL TRADE	-	-	-		-	-	-	-		-	-	-								
FINANCE	-	-	-		-	-	-	-		-	-	-								
INSURANCE, REAL ESTATE	-	-	-		-	-	-	-		-	-	-								
EDUCATION, RELATED SERVICES	8.8	8.9	-		8.9		8.7	8.9		-	-	-								
HEALTH, WELFARE SERVICES ..	12.5	6.6	-		14.8		9.1	6.6		-	-	-								
RECREATIONAL SERVICES	11.6	9.7	-		-	-	11.6	9.7		-	-	-								
MANAGEMENT SERVICES	9.9	11.3	7.7		-	-	-	-		9.9	11.3	7.7								
PERSONAL SERVICES	-	-	-		-	-	-	-		-	-	-								
MISCELLANEOUS SERVICES	-	-	-		-	-	-	-		-	-	-								
FEDERAL ADMINISTRATION	10.3	8.0	-		10.3		11.5	8.0		-	-	-								
PROVINCIAL ADMINISTRATION ..	11.9	-	-		11.9		-	-		-	-	-								
LOCAL ADMINISTRATION	10.3	8.8	-		10.0		11.3	8.8		-	-	-								
CONSTRUCTION	11.7	5.1	-		-		11.7	5.1		-	-	-								

TABLE 10

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1980, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS
ALL INDUSTRIES (INCL CONST) ..	74.2	62.7	44.2	-	69.0	-	84.6	66.9	-	47.1	47.4	44.2	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	66.6	62.7	44.2	-	69.0	-	71.0	67.7	-	47.1	47.4	44.2	-	-	-	-	-	-	-	-
MANUFACTURING	56.4	55.3	40.8	-	54.8	-	74.4	71.0	-	42.9	43.2	40.8	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	78.5	80.3	79.8	-	-	-	78.0	80.7	-	79.2	79.8	79.8	-	-	-	-	-	-	-	-
TOBACCO	91.0	76.0	-	-	-	-	91.0	76.0	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	30.6	44.7	23.2	-	-	-	-	-	-	30.6	44.7	23.2	-	-	-	-	-	-	-	-
LEATHER	50.0	41.0	-	-	-	-	50.0	41.0	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	53.0	48.2	25.0	-	-	-	71.3	63.3	-	25.0	25.0	25.0	-	-	-	-	-	-	-	-
KNITTING MILLS	50.0	50.0	-	-	-	-	50.0	50.0	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	70.0	62.0	-	-	-	-	70.0	62.0	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	56.3	53.8	-	-	-	-	56.3	53.8	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	90.2	96.4	-	-	-	-	90.2	96.4	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	69.2	-	-	-	69.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	10.0	-	-	-	10.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	62.6	66.1	45.0	-	-	-	59.7	74.3	-	70.0	45.0	45.0	-	-	-	-	-	-	-	-
MACHINERY	25.8	27.9	25.8	-	-	-	77.0	56.0	-	21.7	25.7	25.8	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	34.4	34.5	34.0	-	-	-	57.4	44.3	-	31.5	33.3	34.0	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	59.7	36.9	36.5	-	60.9	-	63.4	46.3	-	58.3	35.1	36.5	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	88.7	44.1	-	-	-	-	88.7	44.1	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	33.7	30.6	21.0	-	-	-	47.7	44.0	-	23.0	20.5	21.0	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	70.2	67.5	76.8	-	69.8	-	70.0	66.8	-	82.1	81.9	76.8	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	80.0	20.0	-	-	-	-	80.0	20.0	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	64.9	62.9	-	-	70.0	-	61.3	61.5	-	94.0	75.0	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	52.5	82.2	-	-	-	-	52.5	82.2	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	71.6	55.3	-	-	-	-	71.6	55.3	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	65.0	30.0	-	-	-	-	65.0	30.0	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	105.0	105.0	100.0	-	-	-	-	-	-	105.0	105.0	100.0	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	69.1	75.2	-	-	67.4	-	69.8	75.2	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	68.5	49.0	44.2	-	81.1	-	57.2	48.0	-	45.4	52.2	44.2	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	69.2	64.7	-	-	-	-	69.2	64.7	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	27.0	34.0	26.0	-	-	-	-	-	-	27.0	34.0	26.0	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	66.2	69.7	-	-	66.0	-	89.9	69.7	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	72.2	-	-	-	72.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	83.9	69.2	-	-	85.2	-	79.4	69.2	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	126.4	63.0	-	-	-	-	126.4	63.0	-	-	-	-	-	-	-	-	-	-	-	-

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1980,
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	61.3	53.2	40.0	-	72.0	-	69.8	58.9	-	43.3	44.5	40.0	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	61.3	53.2	40.0	-	72.0	-	69.8	58.9	-	43.3	44.5	40.0	-	-	-	-	-	-	-	-
MANUFACTURING	40.8	41.4	35.3	-	10.0	-	60.7	52.4	-	37.6	39.1	35.3	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	72.3	72.0	77.7	-	-	-	59.4	56.8	-	79.4	80.4	77.7	-	-	-	-	-	-	-	-
TOBACCO	91.0	76.0	-	-	-	-	91.0	76.0	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	30.6	44.7	23.2	-	-	-	-	-	-	30.6	44.7	23.2	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	25.0	25.0	25.0	-	-	-	-	-	-	25.0	25.0	25.0	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	56.8	51.4	-	-	-	-	56.8	51.4	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	10.0	-	-	-	10.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	70.0	45.0	45.0	-	-	-	-	-	-	70.0	45.0	45.0	-	-	-	-	-	-	-	-
MACHINERY	21.7	25.7	25.8	-	-	-	-	-	-	21.7	25.7	25.8	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	28.8	30.3	30.2	-	-	-	54.5	38.3	-	26.2	29.5	30.2	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	50.6	26.3	22.1	-	-	-	72.0	34.0	-	48.0	25.3	22.1	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	23.0	20.5	21.0	-	-	-	-	-	-	23.0	20.5	21.0	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	73.5	62.2	88.3	-	76.0	-	71.1	59.9	-	92.7	91.2	88.3	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	80.0	20.0	-	-	-	-	80.0	20.0	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	41.6	33.9	-	-	-	-	20.0	17.0	-	94.0	75.0	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	52.5	82.2	-	-	-	-	52.5	82.2	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	72.2	53.9	-	-	-	-	72.2	53.9	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	65.0	30.0	-	-	-	-	65.0	30.0	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	105.0	105.0	100.0	-	-	-	-	-	-	105.0	105.0	100.0	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	73.8	74.1	-	-	-	-	73.8	74.1	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	45.4	52.2	44.2	-	-	-	-	-	-	45.4	52.2	44.2	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	76.0	-	-	-	76.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 12

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1980, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	81.0	71.1	72.9	-	68.5	-	91.9	71.3	-	73.6	67.8	72.9	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	70.1	74.2	72.9	-	68.5	-	71.9	74.7	-	73.6	67.8	72.9	-	-	-	-	-	-	-	-
MANUFACTURING	77.1	76.5	80.5	-	65.1	-	78.9	77.2	-	81.1	73.3	80.5	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	84.4	88.1	84.7	-	-	-	86.5	91.6	-	78.7	78.3	84.7	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	50.0	41.0	-	-	-	-	50.0	41.0	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	71.3	63.3	-	-	-	-	71.3	63.3	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	50.0	50.0	-	-	-	-	50.0	50.0	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	70.0	62.0	-	-	-	-	70.0	62.0	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	55.0	59.9	-	-	-	-	55.0	59.9	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	90.2	96.4	-	-	-	-	90.2	96.4	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	69.2	-	-	-	69.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	59.7	74.3	-	-	-	-	59.7	74.3	-	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	77.0	56.0	-	-	-	-	77.0	56.0	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	71.8	62.3	63.9	-	-	-	65.0	60.0	-	73.9	63.0	63.9	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	69.2	70.3	95.0	-	60.9	-	54.0	60.0	-	100.0	75.0	95.0	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	88.7	44.1	-	-	-	-	88.7	44.1	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	47.7	44.0	-	-	-	-	47.7	44.0	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	68.5	73.0	26.0	-	68.6	-	68.8	73.6	-	27.0	34.0	26.0	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	75.7	77.7	-	-	70.0	-	76.3	77.7	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	64.6	73.0	-	-	-	-	64.6	73.0	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	67.7	75.8	-	-	67.4	-	67.8	75.8	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	71.3	48.0	-	-	81.1	-	57.2	48.0	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	69.2	64.7	-	-	-	-	69.2	64.7	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	27.0	34.0	26.0	-	-	-	-	-	-	27.0	34.0	26.0	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	61.5	69.7	-	-	61.2	-	69.9	69.7	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	72.2	-	-	-	72.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	83.9	69.2	-	-	85.2	-	79.4	69.2	-	-	-	-	-	-	-	-	-	-	-	-

AVERAGE ANNUAL INCREASE		ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	
		AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
ALL INDUSTRIES, EXCLUDING CONSTRUCTION							
IN PER CENT							
AVERAGE		8.9		7.6		9.5	
IN CENTS PER HOUR							
UNDER	9.9 CENTS	-	-	-	-	-	-
10.0	19.9 CENTS	3	1,580	3	1,580	-	-
20.0	29.9 CENTS	15	12,465	14	12,065	1	400
30.0	39.9 CENTS	9	5,430	4	2,145	5	3,285
40.0	49.9 CENTS	16	10,843	5	1,944	11	8,899
50.0	59.9 CENTS	29	18,611	9	3,360	20	15,251
60.0	69.9 CENTS	30	30,062	5	19,141	25	10,921
70.0	79.9 CENTS	31	40,386	2	14,130	29	26,256
80.0	89.9 CENTS	21	12,503	2	1,122	19	11,381
90.0	99.9 CENTS	7	1,037	1	1,205	6	12,832
100.0	CENTS AND OVER	13	6,776	7	3,446	6	3,330

CONSTRUCTION							
IN PER CENT				IN CENTS PER HOUR			
AVERAGE				AVERAGE			
UNDER	4.9 PER CENT	1	450	UNDER	9.9 CENTS	-	-
5.0	9.9 PER CENT	20	21,660	10.0	19.9 CENTS	-	-
10.0	14.9 PER CENT	-	-	20.0	29.9 CENTS	-	-
15.0	19.9 PER CENT	1	200	30.0	39.9 CENTS	-	-
20.0	24.9 PER CENT	-	-	40.0	49.9 CENTS	-	-
25.0	29.9 PER CENT	-	-	50.0	59.9 CENTS	1	425
30.0	34.9 PER CENT	-	-	60.0	69.9 CENTS	3	1,300
35.0	39.9 PER CENT	-	-	70.0	79.9 CENTS	3	5,100
40.0	44.9 PER CENT	-	-	80.0	89.9 CENTS	6	8,400
45.0	49.9 PER CENT	-	-	90.0	99.9 CENTS	3	2,917
50.0	PER CENT AND OVER	-	-	100.0	CENTS AND OVER	6	4,168
7.7				87.0			



Ontario
Ministry of
Labour

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, THIRD QUARTER 1980

Prepared by
Research Branch
Ontario Ministry of Labour
January 1981



Hon Robert Elgie, M.D.
Minister

T.E. Armstrong, Q.C.
Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the third quarter of 1980. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

Beginning with the second quarter of 1976, eight new tables have been included in the report - Tables 1 and 6-12, inclusive. Prior to this period the published data related to average annual increases only, that is, the total increases negotiated for the full term of the agreement, reduced to an annual average. This information is now contained in Tables 1-5 and 13 of the expanded report. Tables 6-12 have been added to provide data showing how the total increase is distributed in each 12 month period of the agreement. The additional data have been made possible by the completion of a new computerized processing system.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as follows: one-year - less than 18 months; two-year - 18 to 29 months; three-year - 30 to 41 months; and four year - 42 to 53 months.

The data in this report were prepared for computer processing by Kris Krestensen and Carolynn Beange. For further information on any of the tables, please call Carolynn Beange, Research Branch, Ontario Ministry of Labour (965-6101).

Toronto
January 9, 1981

Highlights

During the third quarter of 1980, 132 agreements affecting 111,797 employees were negotiated in Ontario for bargaining units of 200 or more employees. When compared with the same quarter for the preceding four years both the number of agreements negotiated and the number of employees affected were relatively low (except for employee coverage of 96,329 in the third quarter of last year). Non-manufacturing remains the industrial sector with the heaviest concentration of bargaining activity. Retail trade, education and public administration (federal, provincial and local) accounted for roughly 71 per cent of the agreements negotiated and 91.2 per cent of the affected workers. The retail food industry alone was responsible for 37.8 per cent of the affected workers as all the major supermarket chains in Ontario concluded settlements. Within the manufacturing sector, the pulp and paper industry was most predominant as it was responsible for 30 per cent of the agreements and 35.5 per cent of the employees affected.

Base wage increases were generally high for the quarter under study. For example, the average annual base wage rate increase for all industries combined was 11.0 per cent, up from the 8.9 per cent established for the previous quarter. In fact, this was the highest average annual increase since the third quarter of 1976 which recorded 12.4 per cent. In the manufacturing sector, the average annual base wage increase was 10.7 per cent, significantly higher than the 7.6 per cent recorded for the previous quarter. Indeed, a major contributing factor may have been the high wage settlements concluded in the paper industry. All the agreements negotiated were non-COLA 2-year agreements with average annual increases ranging from 13.5 per cent to 14.8 per cent. In the non-manufacturing sector (excluding construction) the base wage increase was 11.1 per cent, up from 9.5 per cent in the preceding quarter. Generally speaking, wage increases seem to be approaching the double digit levels attained in 1975 and also 1976, the first complete year of wage and price controls. However, in spite of these apparent gains, most economic forecasting institutions predict that inflation will continue to outstrip wage increases for 1981.

	<u>Average Annual Increases</u>			
	<u>Third Quarter</u>		<u>Second Quarter</u>	
	<u>1980</u>		<u>1980</u>	
	<u>Per</u>	<u>Cents</u>	<u>Per</u>	<u>Cents</u>
	<u>cent</u>	<u>per hour</u>	<u>cent</u>	<u>per hour</u>
All Industries, including construction	11.0	82.6	8.9	68.2
Manufacturing	10.7	78.8	7.6	55.5
Non-Manufacturing (excluding construction).....	11.1	83.5	9.5	68.9
Construction	9.4	106.1	7.7	87.0

Although cost-of-living (COLA) clauses have increasingly been used to minimize the impact of inflation, the present quarter did not record any increase in COLA incidence over the preceding quarter (26.5 per cent). Of the 35 agreements with COLA clauses, 19 were in manufacturing and the rest in non-manufacturing. As has been the case for almost two years, base wage increases for agreements containing COLA clauses in the manufacturing sector (7.0 per cent) continue to be much lower than in non-manufacturing (11.0 per cent). However, for agreements without COLA clauses the difference in annual base wage increases was identical to that of the previous quarter (1.0 per cent).

Of the major agreements negotiated in the third quarter of 1980 approximately 64 per cent were for a two-year duration (up from 58 per cent in the previous quarter). As the trend towards longer term agreements continues, one-year agreements registered a decline from 23.5 per cent in the previous quarter to 22 per cent in the present quarter. Three-year agreements recorded a noticeable decline from the 18.4 per cent recorded for the previous quarter to 14.4 per cent for the present quarter. Future prospects for a significant increase in the incidence of three-year agreements beyond the present level are probably dependent on the achievement of a lower, more stable rate of inflation and/or improvements in COLA adjustment factors.

In the third quarter of 1980, the average annual base wage increase in one-year agreements was 11.6 per cent, in two-year agreements 11.2 per cent and in three-year agreements 6.8 per cent. In each case, the third quarter increase was higher than the corresponding figure for the previous quarter.

Tables 6-12 provide a distribution of base wage rate increases by twelve-month periods. Increases in the first twelve months of all agreements rose to 11.8 per cent from 9.8 per cent in the previous quarter. Second and third year increases at 9.2 and 5.2 per cent respectively, were also higher than in the second quarter.

Table 13 clearly reveals that base wage increases are becoming more concentrated in the 10.0 to 14.9 per cent range. Of the 132 agreements negotiated, 66 (or 50 per cent) contained increases in this range. This is significantly up from the 30 per cent recorded in the two preceding quarters. Agreements providing increases within the 5.0 to 9.9 per cent range decreased from 47 per cent of the total in the previous quarter to 42 per cent in the present quarter. With the persistence of double digit inflation, a further concentration of increases in the 10.0 to 14.9 per cent range can probably be expected.

TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1980, BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	132	29	84	19	-	-
NUMBER OF EMPLOYEES AFFECTED	111,797	35,125	68,242	8,430	-	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	11.0	11.6	11.2	6.8	-	-
AGREEMENTS WITH COL CLAUSE	10.2	8.8	11.3	6.1	-	-
AGREEMENTS WITHOUT COL CLAUSE	11.3	11.6	11.1	10.6	-	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	82.6	82.3	87.1	48.1	-	-
AGREEMENTS WITH COL CLAUSE	83.3	82.9	93.5	44.2	-	-
AGREEMENTS WITHOUT COL CLAUSE	82.3	82.3	82.7	70.8	-	-

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING
200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1980, BY INDUSTRY

INDUSTRY	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE			
	AGTS	EMPLS	PER CENT	CENTS PER HOUR	AGTS	EMPLS	PER CENT	CENTS PER HOUR	AGTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST)...	132	111,797	11.0	82.6	35	35,155	10.2	83.3	97	76,642	11.3	82.3
ALL INDUSTRIES (EXCL CONST)...	130	110,247	11.0	82.3	35	35,155	10.2	83.3	95	75,092	11.4	81.8
MANUFACTURING	60	28,203	10.7	78.8	19	7,510	7.0	45.8	41	20,693	12.1	90.8
FOOD, BEVERAGES	4	3,005	11.2	87.3	-	-	-	-	4	3,005	11.2	87.3
TOBACCO	1	760	12.4	101.7	-	-	-	-	1	760	12.4	101.7
RUBBER, PLASTICS	2	550	7.2	46.6	1	300	4.5	33.3	1	250	10.4	62.5
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	6	2,587	11.9	67.3	1	540	14.9	77.5	5	2,047	11.1	64.7
KNITTING MILLS	1	270	9.7	41.6	1	270	9.7	41.6	-	-	-	-
CLOTHING	1	800	9.0	39.5	-	-	-	-	1	800	9.0	39.5
WOOD	2	508	11.7	94.6	-	-	-	-	2	508	11.7	94.6
FURNITURE, FIXTURES	2	571	10.9	55.9	-	-	-	-	2	571	10.9	55.9
PAPER	18	10,015	13.0	109.5	1	500	3.6	30.0	17	9,515	13.5	113.7
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	1	200	3.7	29.0	1	200	3.7	29.0	-	-	-	-
FABRICATED METALS	5	1,432	8.5	55.4	3	887	8.0	55.3	-	-	-	-
MACHINERY	2	710	6.9	48.1	2	710	6.9	48.1	2	545	9.2	55.4
TRANSPORTATION EQUIP	3	1,905	8.0	61.0	2	1,105	5.6	46.1	-	-	-	-
ELECTRICAL PRODUCTS	6	2,698	6.5	41.8	6	2,698	6.5	41.8	1	800	11.4	81.6
NON-METALLIC MINERALS	2	430	11.2	64.8	-	-	-	-	2	430	11.2	64.8
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	1	302	10.4	67.0	-	-	-	-	1	302	10.4	67.0
MISCELLANEOUS MFG	3	1,460	9.6	45.6	1	300	7.2	45.0	2	1,160	10.2	45.8
NON-MANUFACTURING (EXCL CONST)	70	82,044	11.1	83.5	16	27,645	11.0	93.5	54	54,399	11.1	78.4
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	1	300	11.7	90.0	1	300	11.7	90.0	-	-	-	-
TRANSPORTATION	2	756	10.6	63.4	-	-	-	-	2	756	10.6	63.4
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	5	1,860	5.7	41.2	4	1,645	5.3	36.8	1	215	9.0	75.0
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	6	30,975	11.8	93.9	4	22,275	11.8	98.7	2	8,700	11.7	81.6
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	1	680	8.9	69.0	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	25	12,045	8.7	74.9	7	3,425	8.9	86.9	1	680	8.9	69.0
HEALTH, WELFARE SERVICES	7	1,742	9.1	55.7	-	-	-	-	18	8,620	8.7	70.1
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	7	1,742	9.1	55.7
MANAGEMENT SERVICES	3	1,094	9.5	46.7	-	-	-	-	-	-	-	-
PERSONAL SERVICES	1	750	7.5	25.0	-	-	-	-	3	1,094	9.5	46.7
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	1	750	7.5	25.0
FEDERAL ADMINISTRATION	10	13,545	10.9	83.5	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	2	10,655	13.2	59.2	-	-	-	-	10	13,545	10.9	83.5
LOCAL ADMINISTRATION	7	7,642	11.8	119.3	-	-	-	-	2	10,655	13.2	59.2
CONSTRUCTION	2	1,550	9.4	106.1	-	-	-	-	7	7,642	11.8	119.3
									2	1,550	9.4	106.1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1980,
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	29	35,125	11.6	82.3		84	68,242	11.2	87.1		19	8,430	6.8	48.1		-	-	-	-	
ALL INDUSTRIES (EXCL CONST).	29	35,125	11.6	82.3		82	66,692	11.2	86.6		19	8,430	6.8	48.1		-	-	-	-	
MANUFACTURING	-	-	-	-		45	21,708	11.9	88.3		15	6,495	6.9	47.1		-	-	-	-	
FOOD, BEVERAGES	-	-	-	-		4	3,005	11.2	87.3		-	-	-	-		-	-	-	-	
TOBACCO	-	-	-	-		1	760	12.4	101.7		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		1	250	10.4	62.5		1	300	4.5	33.3		-	-	-	-	
LEATHER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TEXTILES	-	-	-	-		5	2,137	12.5	70.7		1	450	9.2	51.6		-	-	-	-	
KNITTING MILLS	-	-	-	-		-	-	-	-		1	270	9.7	41.6		-	-	-	-	
CLOTHING	-	-	-	-		1	800	9.0	39.5		-	-	-	-		-	-	-	-	
WOOD	-	-	-	-		2	508	11.7	94.6		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		2	571	10.9	55.9		-	-	-	-		-	-	-	-	
PAPER	-	-	-	-		17	9,515	13.5	113.7		1	500	3.6	30.0		-	-	-	-	
PRINTING, PUBLISHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PRIMARY METALS	-	-	-	-		1	200	3.7	29.0		-	-	-	-		-	-	-	-	
FABRICATED METALS	-	-	-	-		3	822	9.4	60.8		2	610	7.3	48.0		-	-	-	-	
MACHINERY	-	-	-	-		-	-	-	-		2	710	6.9	48.1		-	-	-	-	
TRANSPORTATION EQUIP	-	-	-	-		-	-	-	-		3	1,905	8.0	61.0		-	-	-	-	
ELECTRICAL PRODUCTS	-	-	-	-		2	948	7.7	48.1		4	1,750	5.9	38.3		-	-	-	-	
NON-METALLIC MINERALS	-	-	-	-		2	430	11.2	64.8		-	-	-	-		-	-	-	-	
PETROLEUM, OIL	-	-	-	-		1	302	10.4	67.0		-	-	-	-		-	-	-	-	
CHEMICALS	-	-	-	-		3	1,460	9.6	45.6		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
NON-MANUFACTURING (EXCL CONST)	29	35,125	11.6	82.3		37	44,984	10.9	85.8		4	1,935	6.2	51.5		-	-	-	-	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		-	-	-	-		1	300	11.7	90.0		-	-	-	-	
TRANSPORTATION	-	-	-	-		2	756	10.6	63.4		-	-	-	-		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		3	725	9.0	62.1		2	1,135	3.6	27.8		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		6	30,975	11.8	93.9		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		1	680	8.9	69.0		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	12	5,950	9.1	75.1		12	5,595	8.4	74.0		1	500	8.9	82.4		-	-	-	-	
HEALTH, WELFARE SERVICES	3	703	12.0	63.0		4	1,039	7.2	50.7		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		3	1,094	9.5	46.7		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		1	750	7.5	25.0		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	6	10,425	11.1	82.7		4	3,120	10.6	86.3		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	2	10,655	13.2	59.2		-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	6	7,392	11.9	122.5		1	250	8.0	25.0		-	-	-	-		-	-	-	-	
CONSTRUCTION	-	-	-	-		2	1,550	9.4	106.1		-	-	-	-		-	-	-	-	

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN THIRD QUARTER OF 1980, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST)...	1	400	8.8	82.9		17	27,575	11.3	93.5		17	7,180	6.1	44.2		-	-	-	-	-
ALL INDUSTRIES (EXCL CONST)...	1	400	8.8	82.9		17	27,575	11.3	93.5		17	7,180	6.1	44.2		-	-	-	-	-
MANUFACTURING	-	-	-	-		6	2,265	9.2	55.9		13	5,245	6.0	41.5		-	-	-	-	-
FOOD, BEVERAGES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
TOBACCO	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		1	300	4.5	33.3		-	-	-	-	-
LEATHER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
TEXTILES	-	-	-	-		1	540	14.9	77.5		-	-	-	-		-	-	-	-	-
KNITTING MILLS	-	-	-	-		-	-	-	-		1	270	9.7	41.6		-	-	-	-	-
CLOTHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
WOOD	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
PAPER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-		-	-	-	-		1	500	3.6	30.0		-	-	-	-	-
PRIMARY METALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
FABRICATED METALS	-	-	-	-		1	200	3.7	29.0		-	-	-	-		-	-	-	-	-
MACHINERY	-	-	-	-		1	277	9.7	71.5		-	-	-	-		-	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-		-	-	-	-		2	610	7.3	48.0		-	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-		-	-	-	-		2	710	6.9	48.1		-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-		2	948	7.7	48.1		4	1,105	5.6	46.1		-	-	-	-	-
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	1,750	5.9	38.3		-	-	-	-	-
CHEMICALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-		1	300	7.2	45.0		-	-	-	-		-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	1	400	8.8	82.9		11	25,310	11.4	96.8		4	1,935	6.2	51.5		-	-	-	-	-
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
MINING, QUARRYING	-	-	-	-		-	-	-	-		1	300	11.7	90.0		-	-	-	-	-
TRANSPORTATION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
COMMUNICATIONS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-		2	510	9.0	56.7		2	1,135	3.6	27.8		-	-	-	-	-
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
RETAIL TRADE	-	-	-	-		4	22,275	11.8	98.7		-	-	-	-		-	-	-	-	-
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
INSURANCE, REAL ESTATE ...	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
EDUCATION, RELATED SERVICE	1	400	8.8	82.9		5	2,525	8.9	88.5		1	500	8.9	82.4		-	-	-	-	-
HEALTH, WELFARE SERVICES ..	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
PERSONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
MISCELLANEOUS SERVICES ...	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
FEDERAL ADMINISTRATION ...	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
LOCAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
CONSTRUCTION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN THIRD QUARTER OF 1980, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	28	34,725	11.6	82.3		67	40,667	11.1	82.7		2	1,250	10.6	70.8		-	-	-	-	
ALL INDUSTRIES (EXCL CONST).	28	34,725	11.6	82.3		65	39,117	11.2	81.8		2	1,250	10.6	70.8		-	-	-	-	
MANUFACTURING	-	-	-	-		39	19,443	12.2	92.0		2	1,250	10.6	70.8		-	-	-	-	
FOOD, BEVERAGES	-	-	-	-		4	3,005	11.2	87.3		-	-	-	-		-	-	-	-	
TOBACCO	-	-	-	-		1	760	12.4	101.7		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		1	250	10.4	62.5		-	-	-	-		-	-	-	-	
LEATHER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TEXTILES	-	-	-	-		4	1,597	11.7	68.4		1	450	9.2	51.6		-	-	-	-	
KNITTING MILLS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		1	800	9.0	39.5		-	-	-	-		-	-	-	-	
WOOD	-	-	-	-		2	508	11.7	94.6		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		2	571	10.9	55.9		-	-	-	-		-	-	-	-	
PAPER	-	-	-	-		17	9,515	13.5	113.7		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PRIMARY METALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FABRICATED METALS	-	-	-	-		2	545	9.2	55.4		-	-	-	-		-	-	-	-	
MACHINERY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TRANSPORTATION EQUIP	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRICAL PRODUCTS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
NON-METALLIC MINERALS	-	-	-	-		2	430	11.2	64.8		-	-	-	-		-	-	-	-	
PETROLEUM, OIL	-	-	-	-		1	302	10.4	67.0		-	-	-	-		-	-	-	-	
CHEMICALS	-	-	-	-		2	1,160	10.2	45.8		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
NON-MANUFACTURING (EXCL CONST)	28	34,725	11.6	82.3		26	19,674	10.2	71.6		-	-	-	-		-	-	-	-	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TRANSPORTATION	-	-	-	-		2	756	10.6	63.4		-	-	-	-		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		1	215	9.0	75.0		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		2	8,700	11.7	81.6		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		1	680	8.9	69.0		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	11	5,550	9.1	74.5		7	3,070	8.0	62.2		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	3	703	12.0	63.0		4	1,039	7.2	50.7		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		3	1,094	9.5	46.7		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		1	750	7.5	25.0		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	6	10,425	11.1	82.7		4	3,120	10.6	86.3		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	2	10,655	13.2	59.2		-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	6	7,392	11.9	122.5		1	250	8.0	25.0		-	-	-	-		-	-	-	-	
CONSTRUCTION	-	-	-	-		2	1,550	9.4	106.1		-	-	-	-		-	-	-	-	

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1980,
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

AVERAGE INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
NUMBER OF AGREEMENTS	132	1	28	17	67	17	2	-	-
NUMBER OF EMPLOYEES AFFECTED	111,797	400	34,725	27,575	40,667	7,180	1,250	-	-
AVERAGE PER CENT INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	11.8	8.8	11.8	11.2	12.6	8.6	14.8	-	-
SECOND 12 MONTHS OF AGREEMENT ...	9.2	-	2.2	11.3	9.7	5.0	9.6	-	-
THIRD 12 MONTHS OF AGREEMENT	5.2	-	-	-	-	4.7	9.3	-	-
FOURTH 12 MONTHS OF AGREEMENT ...	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	11.0	8.8	11.6	11.3	11.1	6.1	10.6	-	-
AVERAGE CENTS-PER-HOUR INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	85.1	82.9	82.9	88.4	89.4	58.0	89.2	-	-
SECOND 12 MONTHS OF AGREEMENT ...	74.1	-	10.7	98.6	75.2	37.4	65.7	-	-
THIRD 12 MONTHS OF AGREEMENT	41.1	-	-	-	-	37.1	75.4	-	-
FOURTH 12 MONTHS OF AGREEMENT ...	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	82.6	82.9	82.3	93.5	82.7	44.2	70.8	-	-

TABLE 7

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1980, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS
ALL INDUSTRIES (INCL CONST) ..	11.8	9.2	5.2	-	11.8	2.2	12.1	10.3	-	9.6	5.7	5.2	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	11.8	9.3	5.2	-	11.8	2.2	12.1	10.4	-	9.6	5.7	5.2	-	-	-	-	-	-	-	-
MANUFACTURING	13.0	8.9	5.4	-	-	-	14.0	9.8	-	9.6	5.9	5.4	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	11.8	10.7	-	-	-	-	11.8	10.7	-	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	14.0	10.9	-	-	-	-	14.0	10.9	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	8.8	6.7	2.5	-	-	-	10.9	10.0	-	7.0	3.9	2.5	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	13.2	11.9	-	-	-	-	13.1	12.3	-	13.3	9.9	-	-	-	-	-	-	-	-	-
KNITTING MILLS	11.6	9.2	8.4	-	-	-	-	-	-	11.6	9.2	8.4	-	-	-	-	-	-	-	-
CLOTHING	10.1	8.0	-	-	-	-	10.1	8.0	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	15.0	8.6	-	-	-	-	15.0	8.6	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	10.5	11.2	-	-	-	-	10.5	11.2	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	16.9	9.3	2.3	-	-	-	17.4	9.7	-	6.3	2.4	2.3	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	3.8	3.7	-	-	-	-	3.8	3.7	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	9.4	7.7	6.9	-	-	-	10.6	8.1	-	7.8	7.1	6.9	-	-	-	-	-	-	-	-
MACHINERY	9.8	5.4	5.6	-	-	-	-	-	-	9.8	5.4	5.6	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	10.2	7.1	7.0	-	-	-	-	-	-	10.2	7.1	7.0	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	9.0	5.3	3.9	-	-	-	8.1	7.2	-	10.2	7.1	7.0	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	11.0	8.1	-	-	-	-	11.0	8.1	-	9.5	4.2	3.9	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	11.6	9.2	-	-	-	-	11.6	9.2	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	10.4	8.8	-	-	-	-	10.4	8.8	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	11.4	9.5	4.5	-	11.8	2.2	11.1	10.7	-	9.6	5.0	4.5	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	27.2	5.6	-	-	-	-	-	-	-	27.2	5.6	-	-	-	-	-	-	-	-	-
TRANSPORTATION	11.3	9.9	-	-	-	-	11.3	9.9	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	7.0	4.9	3.0	-	-	-	10.1	8.0	-	5.0	3.0	3.0	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	11.6	11.9	-	-	-	-	11.6	11.9	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	8.9	8.9	-	-	-	-	8.9	8.9	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	9.1	7.9	8.0	-	9.1	-	9.0	7.8	-	9.5	9.2	8.0	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	9.8	6.2	-	-	12.0	-	8.2	6.2	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	9.9	9.7	-	-	-	-	9.9	9.7	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	7.5	7.5	-	-	-	-	7.5	7.5	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	11.4	8.6	-	-	11.1	-	12.7	8.6	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	13.8	2.2	-	-	13.8	2.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	11.8	7.7	-	-	11.9	-	8.3	7.7	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	12.2	6.5	-	-	-	-	12.2	6.5	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 9

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1980,
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	12.3	8.7	9.3	-	11.8	2.2	12.6	9.7	-	14.8	9.6	9.3	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	12.3	8.8	9.3	-	11.8	2.2	12.6	9.8	-	14.8	9.6	9.3	-	-	-	-	-	-	-	-
MANUFACTURING	14.5	9.9	9.3	-	-	-	14.5	9.9	-	14.8	9.6	9.3	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	11.8	10.7	-	-	-	-	11.8	10.7	-	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	14.0	10.9	-	-	-	-	14.0	10.9	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	10.9	10.0	-	-	-	-	10.9	10.0	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	12.6	11.3	-	-	-	-	12.4	11.6	-	13.3	9.9	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	10.1	8.0	-	-	-	-	10.1	8.0	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	15.0	8.6	-	-	-	-	15.0	8.6	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	10.5	11.2	-	-	-	-	10.5	11.2	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	17.4	9.7	-	-	-	-	17.4	9.7	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	10.1	8.3	-	-	-	-	10.1	8.3	-	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	15.7	9.4	9.3	-	-	-	-	-	-	15.7	9.4	9.3	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	11.0	8.1	-	-	-	-	11.0	8.1	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	11.6	9.2	-	-	-	-	11.6	9.2	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	11.0	9.5	-	-	-	-	11.0	9.5	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	11.4	7.9	-	-	11.8	2.2	10.8	9.7	-	-	-	-	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	11.3	9.9	-	-	-	-	11.3	9.9	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	10.0	8.0	-	-	-	-	10.0	8.0	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	11.9	11.6	-	-	-	-	11.9	11.6	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	8.9	8.9	-	-	-	-	8.9	8.9	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	8.8	7.7	-	-	9.1	-	8.3	7.7	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	9.8	6.2	-	-	12.0	-	8.2	6.2	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	9.9	9.7	-	-	-	-	9.9	9.7	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	7.5	7.5	-	-	-	-	7.5	7.5	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	11.4	8.6	-	-	11.1	-	12.7	8.6	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	13.8	2.2	-	-	13.8	2.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	11.8	7.7	-	-	11.9	-	8.3	7.7	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	12.2	6.5	-	-	-	-	12.2	6.5	-	-	-	-	-	-	-	-	-	-	-	-

AVERAGE ANNUAL INCREASE				ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	
				AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
IN PER CENT				ALL INDUSTRIES, EXCLUDING CONSTRUCTION					
				AVERAGE		10.2		11.3	
IN CENTS PER HOUR									
UNDER	4.9 PER CENT	.....	8	3,325	8	3,325	-	-	-
5.0 -	9.9 PER CENT	.....	55	28,856	19	7,805	36	21,051	-
10.0 -	14.9 PER CENT	.....	66	76,361	8	24,025	58	52,336	-
15.0 -	19.9 PER CENT	.....	1	1,705	-	-	1	1,705	-
20.0 -	24.9 PER CENT	.....	-	-	-	-	-	-	-
25.0 -	29.9 PER CENT	.....	-	-	-	-	-	-	-
30.0 -	34.9 PER CENT	.....	-	-	-	-	-	-	-
35.0 -	39.9 PER CENT	.....	-	-	-	-	-	-	-
40.0 -	44.9 PER CENT	.....	-	-	-	-	-	-	-
45.0 -	49.9 PER CENT	.....	-	-	-	-	-	-	-
50.0 PER CENT AND OVER	.....	.....	-	-	-	-	-	-	-
AVERAGE				11.0		10.2		11.3	
IN CENTS PER HOUR									
UNDER	9.9 CENTS	.....	-	-	-	-	-	-	-
10.0 -	19.9 CENTS	.....	1	215	1	215	-	-	-
20.0 -	29.9 CENTS	.....	7	3,000	3	1,180	4	1,820	-
30.0 -	39.9 CENTS	.....	12	5,222	8	3,680	4	1,542	-
40.0 -	49.9 CENTS	.....	13	4,920	4	1,318	9	3,602	-
50.0 -	59.9 CENTS	.....	16	15,475	2	1,000	14	14,475	-
60.0 -	69.9 CENTS	.....	19	12,881	1	380	18	12,501	-
70.0 -	79.9 CENTS	.....	13	8,779	4	1,537	9	7,242	-
80.0 -	89.9 CENTS	.....	13	8,302	4	1,960	9	6,342	-
90.0 -	99.9 CENTS	.....	11	31,560	7	23,330	4	8,230	-
100.0 CENTS AND OVER	.....	.....	25	19,893	1	555	24	19,338	-
AVERAGE				82.6		83.3		82.3	
IN PER CENT				CONSTRUCTION					
UNDER	4.9 PER CENT	.....	-	-	-	-	-	-	-
5.0 -	9.9 PER CENT	.....	1	550	-	-	1	550	-
10.0 -	14.9 PER CENT	.....	1	1,000	-	-	1	1,000	-
15.0 -	19.9 PER CENT	.....	-	-	-	-	-	-	-
20.0 -	24.9 PER CENT	.....	-	-	-	-	-	-	-
25.0 -	29.9 PER CENT	.....	-	-	-	-	-	-	-
30.0 -	34.9 PER CENT	.....	-	-	-	-	-	-	-
35.0 -	39.9 PER CENT	.....	-	-	-	-	-	-	-
40.0 -	44.9 PER CENT	.....	-	-	-	-	-	-	-
45.0 -	49.9 PER CENT	.....	-	-	-	-	-	-	-
50.0 PER CENT AND OVER	.....	.....	-	-	-	-	-	-	-
AVERAGE				9.4		-		9.4	
IN CENTS PER HOUR									
UNDER	9.9 CENTS	.....	-	-	-	-	-	-	-
10.0 -	19.9 CENTS	.....	-	-	-	-	-	-	-
20.0 -	29.9 CENTS	.....	-	-	-	-	-	-	-
30.0 -	39.9 CENTS	.....	-	-	-	-	-	-	-
40.0 -	49.9 CENTS	.....	-	-	-	-	-	-	-
50.0 -	59.9 CENTS	.....	-	-	-	-	-	-	-
60.0 -	69.9 CENTS	.....	-	-	-	-	-	-	-
70.0 -	79.9 CENTS	.....	-	-	-	-	-	-	-
80.0 -	89.9 CENTS	-	-	-	-	-	-	-
90.0 -	99.9 CENTS	1	550	-	-	-	-	-
100.0 CENTS AND OVER	1	1,000	-	-	1	550	-
AVERAGE				106.1		-		106.1	

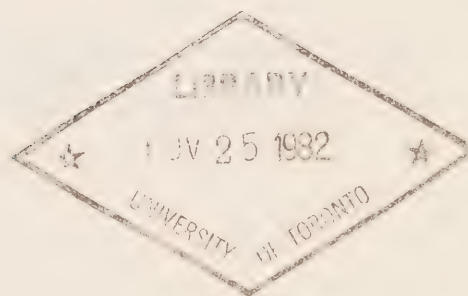
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Ontario
Ministry of
Labour

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FOURTH QUARTER 1980

Prepared by
Research Branch
Ontario Ministry of Labour
April 1981



Hon Robert Elgie, M.D.
Minister

T.E. Armstrong, Q.C.
Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the fourth quarter of 1980. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-5 inclusive and 13 provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 6-12 show how the total increase is distributed between each 12-month period of the agreement.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as follows:

One-year	:	less than 18 months
Two-year	:	18-29 months
Three-year	:	30-41 months
Four-year	:	42-53 months

The data in this report were prepared for computer processing by Carmel Hill and Carolynn Beange. For further information on any of the tables, please call Carolynn Beange, Research Branch, Ontario Ministry of Labour (965-6886).

Toronto
April 8, 1981

Highlights

During the fourth quarter of 1980, 125 agreements covering 123,132 employees were negotiated in Ontario for bargaining units of 200 or more employees. Bargaining activity, not unlike the previous three quarters, was heavily concentrated in the non-manufacturing sector with federal administration, education, retail trade, and communications the most prominent industry groups. Federal administration, education and retail trade were responsible for 70.1 per cent of the agreements negotiated and involved 67.1 per cent of all employees in the non-manufacturing sector (excluding construction). The significance of the communications industry stems from the fact that although only one agreement was negotiated it involved approximately 10,000 employees. Within the manufacturing sector, transportation equipment, machinery, fabricated metals and clothing together accounted for approximately 47.0 per cent of the agreements negotiated and affected roughly 62 per cent of the workers in that sector.

The average annual base wage increase for all industries combined was 9.6 per cent, down from 11.0 per cent in the previous quarter. The reduction in base wage increases was particularly striking in the manufacturing sector, declining to 6.7 per cent in the fourth quarter from 10.7 per cent in the preceding quarter. The main reasons for this sharp reduction were the unusually high proportion of manufacturing employees covered by cost-of-living (COLA) clauses in the fourth quarter settlements (more than 72 per cent) combined with a somewhat lower average annual increase recorded for COLA agreements than in the previous quarter. For example, more than 40 per cent of all manufacturing sector employees covered by agreements negotiated in the fourth quarter were accounted for by 12 COLA agreements in the transportation equipment and machinery industries, 10 of which included average annual increases of less than 4.5 per cent. The average annual base wage increase in non-manufacturing (excluding construction) in the fourth quarter was 10.7 per cent, down from 11.1 per cent in the third quarter, the first such decline since the final quarter of 1979.

	<u>Average Annual Increases</u>			
	<u>Fourth Quarter</u>		<u>Third Quarter</u>	
	<u>1980</u>		<u>1980</u>	
	<u>Per</u>	<u>Cents</u>	<u>Per</u>	<u>Cents</u>
	<u>cent</u>	<u>per hour</u>	<u>cent</u>	<u>per hour</u>
All Industries, including construction	9.6	64.8	11.0	82.6
Manufacturing	6.7	44.7	10.7	78.8
Non-Manufacturing (excluding construction).....	10.7	72.1	11.1	83.5
Construction	10.0	58.8	9.4	106.1

Of the 125 agreements negotiated in the fourth quarter of 1980, 35.2 per cent contained COLA clauses. This figure represents the highest incidence of COLA clauses since the fourth quarter of 1975 when approximately 40 per cent of the agreements negotiated contained such clauses. The increasing reliance on cost-of-living clauses in contracts to provide compensatory wage adjustments can be expected to continue as long as inflation keeps accelerating at its present pace. The average annual increase in base wage rates in all agreements with COLA clauses during the fourth quarter was 6.5 per cent, compared with 10.9 per cent in agreements without COLA clauses, both figures being lower than those of the previous quarter (respectively 10.2 per cent and 11.3 per cent).

In the fourth quarter of 1980 the proportion of two-year agreements declined from 63.6 per cent in the previous quarter to 52.0 per cent; both one-year and three-year agreements recorded respective increases over the third quarter from 22.0 per cent to 25.6 per cent and from 14.4 per cent to 22.5 per cent. During 1980 as a whole, almost 17 per cent of the major agreements negotiated were for a three-year term, the highest such proportion in the last 6 years. Almost 90 per cent of these three-year agreements contained a COLA clause. In present economic conditions, especially if inflation continues at its current pace or worsens, a continuation of the recent trend towards longer-term agreements appears unlikely unless accompanied by a similarly high incidence of COLA clauses.

In the quarter under study, the average annual base wage increase in one-year agreements was 10.0 per cent, in two-year agreements 11.2 per cent and in three-year agreements 5.3 per cent. Both one-year and three-year agreements recorded respective declines of 1.6 and 1.5 percentage points from the previous quarter, while the increase for two-year agreements remained constant.

Tables 6-12 provide a distribution of base wage rate increases by twelve-month periods. Increases in the first and third twelve months of all agreements fell respectively from 11.8 per cent and 5.2 per cent in the previous quarter to 9.9 and 3.7 per cent. Second year increases at 9.5 per cent were marginally higher than in the third quarter (9.2 per cent).

Table 13 reveals that approximately 50.0 per cent of the agreements negotiated provided for increases in the 10.0 to 19.9 per cent range, the same proportion as that of the previous quarter. Agreements providing increases within the 5.0 to 9.9 per cent range declined from 42 per cent in the third quarter to 35.4 per cent in the present quarter.

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING
AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN FOURTH QUARTER OF 1980, BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	125	32	65	28	-	-
NUMBER OF EMPLOYEES AFFECTED	123,132	34,103	63,914	25,215	-	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	9.6	10.0	11.2	5.3	-	-
AGREEMENTS WITH COL CLAUSE	6.5	-	9.8	4.6	-	-
AGREEMENTS WITHOUT COL CLAUSE	10.9	10.0	11.5	11.0	-	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	64.8	65.9	74.3	39.3	-	-
AGREEMENTS WITH COL CLAUSE	53.6	-	86.8	34.3	-	-
AGREEMENTS WITHOUT COL CLAUSE	69.3	65.9	71.0	82.5	-	-

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING
200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1980, BY INDUSTRY

INDUSTRY	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST) ..	125	123,132	9.6	64.8	44	35,771	6.5	53.6	81	87,361	10.9	69.3
ALL INDUSTRIES (EXCL CONST) ..	124	122,872	9.6	64.8	44	35,771	6.5	53.6	80	87,101	10.9	69.4
MANUFACTURING	47	32,822	6.7	44.7	27	23,742	4.8	34.6	20	9,080	11.8	71.3
FOOD, BEVERAGES	1	400	10.9	67.5	-	-	-	-	1	400	10.9	67.5
TOBACCO	1	400	15.8	100.0	-	-	-	-	1	400	15.8	100.0
RUBBER, PLASTICS	3	1,676	4.1	32.1	3	1,676	4.1	32.1	-	-	-	-
LEATHER	1	950	9.9	43.0	-	-	-	-	1	950	9.9	43.0
TEXTILES	2	1,030	5.5	36.1	2	1,030	5.5	36.1	-	-	-	-
KNITTING MILLS	1	400	9.4	48.5	-	-	-	-	1	400	9.4	48.5
CLOTHING	3	4,407	8.8	48.6	2	4,100	8.6	49.1	1	307	10.9	42.5
WOOD	3	1,226	7.9	50.4	2	985	7.4	45.6	1	241	10.1	70.0
FURNITURE, FIXTURES	2	522	11.6	53.3	-	-	-	-	2	522	11.6	53.3
PAPER	2	1,010	14.7	113.5	-	-	-	-	2	1,010	14.7	113.5
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	2	689	6.5	47.4	1	325	3.1	23.6	1	364	9.6	68.6
FABRICATED METALS	5	1,828	7.6	49.6	3	1,228	5.5	37.8	2	600	11.8	73.6
MACHINERY	5	6,800	3.4	30.2	4	6,600	3.2	29.0	1	200	11.4	70.0
TRANSPORTATION EQUIP	9	7,417	3.7	30.6	8	7,137	3.4	29.7	1	280	10.7	52.5
ELECTRICAL PRODUCTS	3	1,570	10.1	50.2	1	250	3.0	23.3	2	1,320	11.4	55.3
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	2	811	11.8	69.3	-	-	-	-	2	811	11.8	69.3
MISCELLANEOUS MFG	2	1,686	12.2	83.6	1	411	10.7	48.5	1	1,275	12.6	95.0
NON-MANUFACTURING (EXCL CONST)	77	90,050	10.7	72.1	17	12,029	10.0	91.1	60	78,021	10.8	69.2
FORESTRY	8	4,795	12.6	116.0	-	-	-	-	8	4,795	12.6	116.0
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	3	2,612	10.9	127.9	1	340	6.4	53.0	2	2,272	11.5	139.1
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	1	10,000	10.1	53.5	-	-	-	-	1	10,000	10.1	53.5
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	13	6,261	10.6	84.7	9	4,940	10.7	87.0	4	1,321	10.1	76.4
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	29	18,100	9.6	87.1	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	3	3,050	12.0	60.9	7	5,749	9.6	96.1	22	11,351	9.6	81.8
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	3	3,050	12.0	60.9
MANAGEMENT SERVICES	2	830	9.9	66.7	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	2	830	9.9	66.7
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	12	36,059	11.2	60.5	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	1	6,380	10.0	51.1	-	-	-	-	12	36,059	11.2	60.5
LOCAL ADMINISTRATION	5	1,963	11.2	108.6	-	-	-	-	1	6,380	10.0	51.1
									5	1,963	11.2	108.6

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1980,
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	32	34,103	10.0	65.9		65	63,814	11.2	74.3		28	25,215	5.3	39.3		-	-	-	-	
ALL INDUSTRIES (EXCL CONST).	32	34,103	10.0	65.9		64	63,554	11.2	74.3		28	25,215	5.3	39.3		-	-	-	-	
MANUFACTURING	4	2,153	11.6	59.0		18	7,482	11.1	69.1		25	23,187	4.9	35.5		-	-	-	-	
FOOD, BEVERAGES	-	-	-	-		1	400	10.9	67.5		-	-	-	-		-	-	-	-	
TOBACCO	-	-	-	-		-	-	-	-		1	400	15.8	100.0		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		3	1,676	4.1	32.1		-	-	-	-	
LEATHER	-	-	-	-		1	950	9.9	43.0		-	-	-	-		-	-	-	-	
TEXTILES	-	-	-	-		1	280	10.0	52.5		1	750	3.8	30.0		-	-	-	-	
KNITTING MILLS	-	-	-	-		1	400	9.4	48.5		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		1	307	10.9	42.5		2	4,100	8.6	49.1		-	-	-	-	
WOOD	-	-	-	-		1	241	10.1	70.0		2	985	7.4	45.6		-	-	-	-	
FURNITURE, FIXTURES	1	292	12.6	56.0		1	230	10.4	50.0		-	-	-	-		-	-	-	-	
PAPER	-	-	-	-		2	1,010	14.7	113.5		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PRIMARY METALS	-	-	-	-		-	-	-	-		2	689	6.5	47.4		-	-	-	-	
FABRICATED METALS	-	-	-	-		2	600	11.8	73.6		3	1,228	5.5	37.8		-	-	-	-	
MACHINEERY	-	-	-	-		1	200	11.4	70.0		4	6,600	3.2	29.0		-	-	-	-	
TRANSPORTATION EQUIP	-	-	-	-		3	908	6.9	45.5		6	6,509	3.2	28.5		-	-	-	-	
ELECTRICAL PRODUCTS	1	1,050	11.1	52.0		1	270	12.7	68.4		1	250	3.0	23.3		-	-	-	-	
NON-METALLIC MINERALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	2	811	11.8	69.3		-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		2	1,686	12.2	83.6		-	-	-	-		-	-	-	-	
NON-MANUFACTURING(EXCL CONST	28	31,950	9.8	66.3		46	56,072	11.2	75.0		3	2,028	10.1	81.8		-	-	-	-	
FCRESTRY	-	-	-	-		8	4,795	12.6	116.0		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TRANSPORTATION	-	-	-	-		2	1,529	10.8	168.2		1	1,083	11.0	70.9		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	1	10,000	10.1	53.5		-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		13	6,261	10.6	84.7		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	16	8,495	9.3	79.5		12	9,385	9.8	94.1		1	220	9.1	84.4		-	-	-	-	
HEALTH, WELFARE SERVICES	1	400	8.6	50.0		2	2,650	12.5	62.5		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	1	530	10.1	53.5		1	300	9.6	90.0		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	5	5,032	9.9	83.2		-	-	-	-		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	1	6,380	10.0	51.1		-	-	-	-		1	725	9.1	97.3		-	-	-	-	
LOCAL ADMINISTRATION	3	1,113	10.6	105.0		2	850	12.1	113.3		-	-	-	-		-	-	-	-	
CONSTRUCTION	-	-	-	-		1	260	10.0	58.8		-	-	-	-		-	-	-	-	

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN FOURTH QUARTER OF 1980, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	-	-	-	-		20	13,128	9.8	86.8		24	22,643	4.6	34.3		-	-	-	-	
ALL INDUSTRIES (EXCL CONST).	-	-	-	-		20	13,128	9.8	86.8		24	22,643	4.6	34.3		-	-	-	-	
MANUFACTURING	-	-	-	-		4	1,319	7.9	46.5		23	22,423	4.6	33.9		-	-	-	-	
FOOD, BEVERAGES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TOBACCO	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		3	1,676	4.1	32.1		-	-	-	-	
LEATHER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TEXTILES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
KNITTING MILLS	-	-	-	-		1	280	10.0	52.5		1	750	3.8	30.0		-	-	-	-	
CLOTHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
WOOD	-	-	-	-		-	-	-	-		2	4,100	8.6	49.1		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		-	-	-	-		2	985	7.4	45.6		-	-	-	-	
PAPER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PRIMARY METALS	-	-	-	-		-	-	-	-		1	325	3.1	23.6		-	-	-	-	
FABRICATED METALS	-	-	-	-		-	-	-	-		3	1,228	5.5	37.8		-	-	-	-	
MACHINERY	-	-	-	-		-	-	-	-		4	6,600	3.2	29.0		-	-	-	-	
TRANSPORTATION EQUIP	-	-	-	-		2	628	5.1	42.5		6	6,509	3.2	28.5		-	-	-	-	
ELECTRICAL PRODUCTS	-	-	-	-		-	-	-	-		1	250	3.0	23.3		-	-	-	-	
NON-METALLIC MINERALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		1	411	10.7	48.5		-	-	-	-		-	-	-	-	
NON-MANUFACTURING (EXCL CONST)	-	-	-	-		16	11,809	10.0	91.3		1	220	9.1	84.4		-	-	-	-	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TRANSPORTATION	-	-	-	-		1	340	6.4	53.0		-	-	-	-		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		9	4,940	10.7	87.0		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	-	-	-	-		6	6,529	9.6	96.5		1	220	9.1	84.4		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN FOURTH QUARTER OF 1980, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	32	34,103	10.0	65.9		45	50,686	11.5	71.0		4	2,572	11.0	82.5		-	-	-	-	
ALL INDUSTRIES (EXCL CONST).	32	34,103	10.0	65.9		44	50,426	11.5	71.1		4	2,572	11.0	82.5		-	-	-	-	
MANUFACTURING	4	2,153	11.6	59.0		14	6,163	11.8	73.9		2	764	12.8	85.0		-	-	-	-	
FOOD, BEVERAGES	-	-	-	-		1	400	10.9	67.5		-	-	-	-		-	-	-	-	
TOBACCO	-	-	-	-		-	-	-	-		1	400	15.8	100.0		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
LEATHER	-	-	-	-		1	950	9.9	43.0		-	-	-	-		-	-	-	-	
TEXTILES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
KNITTING MILLS	-	-	-	-		1	400	9.4	48.5		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		1	307	10.9	42.5		-	-	-	-		-	-	-	-	
WOOD	-	-	-	-		1	241	10.1	70.0		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	1	292	12.6	56.0		1	230	10.4	50.0		-	-	-	-		-	-	-	-	
PAPER	-	-	-	-		2	1,010	14.7	113.5		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PRIMARY METALS	-	-	-	-		-	-	-	-		1	364	9.6	68.6		-	-	-	-	
FABRICATED METALS	-	-	-	-		2	600	11.8	73.6		-	-	-	-		-	-	-	-	
MACHINERY	-	-	-	-		1	200	11.4	70.0		-	-	-	-		-	-	-	-	
TRANSPORTATION EQUIP	-	-	-	-		1	280	10.7	52.5		-	-	-	-		-	-	-	-	
ELECTRICAL PRODUCTS	1	1,050	11.1	52.0		1	270	12.7	68.4		-	-	-	-		-	-	-	-	
NON-METALLIC MINERALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PETROLEUM, OIL	2	811	11.8	69.3		-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		1	1,275	12.6	95.0		-	-	-	-		-	-	-	-	
NON-MANUFACTURING(EXCL CONST	28	31,950	9.8	66.3		30	44,263	11.5	70.7		2	1,808	10.2	81.5		-	-	-	-	
FORESTRY	-	-	-	-		8	4,795	12.6	116.0		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TRANSPORTATION	-	-	-	-		1	1,189	12.0	201.2		1	1,083	11.0	70.9		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	1	10,000	10.1	53.5		-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		4	1,321	10.1	76.4		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	16	8,495	9.3	79.5		6	2,856	10.3	88.6		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	1	400	8.6	50.0		2	2,650	12.5	62.5		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	1	530	10.1	53.5		1	300	9.6	90.0		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	5	5,032	9.9	83.2		6	30,302	11.4	55.8		1	725	9.1	97.3		-	-	-	-	
PROVINCIAL ADMINISTRATION	1	6,380	10.0	51.1		-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	3	1,113	10.6	105.0		2	850	12.1	113.3		-	-	-	-		-	-	-	-	
CONSTRUCTION	-	-	-	-		1	260	10.0	58.8		-	-	-	-		-	-	-	-	

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1980,
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

AVERAGE INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
NUMBER OF AGREEMENTS	125	-	32	20	45	24	4	-	-
NUMBER OF EMPLOYEES AFFECTED	123,132	-	34,103	13,128	50,686	22,643	2,572	-	-
AVERAGE PER CENT INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	9.9	-	10.0	10.3	11.4	6.1	12.3	-	-
SECOND 12 MONTHS OF AGREEMENT ...	9.5	-	-	9.2	11.7	4.3	11.6	-	-
THIRD 12 MONTHS OF AGREEMENT	3.7	-	-	-	-	3.4	7.9	-	-
FOURTH 12 MONTHS OF AGREEMENT ...	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	9.6	-	10.0	9.8	11.5	4.6	11.0	-	-
AVERAGE CENTS-PER-HOUR INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	66.1	-	65.9	86.9	69.6	44.2	85.0	-	-
SECOND 12 MONTHS OF AGREEMENT ...	65.3	-	-	86.0	73.1	32.7	91.0	-	-
THIRD 12 MONTHS OF AGREEMENT	27.3	-	-	-	-	25.3	57.9	-	-
FOURTH 12 MONTHS OF AGREEMENT ...	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	64.8	-	65.9	86.8	71.0	34.3	82.5	-	-

TABLE B

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1980, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS	FIRST 12 MOS	SECOND 12 MOS	FIRST 12 MOS	SECOND 12 MOS	FIRST 12 MOS	SECOND 12 MOS	FIRST 12 MOS	SECOND 12 MOS
ALL INDUSTRIES (INCL CONST) ..	7.7	6.1	3.4	-	-	10.3	9.2	6.1	4.3	3.4	-	-
ALL INDUSTRIES (EXCL CONST) ..	7.7	6.1	3.4	-	-	10.3	9.2	6.1	4.3	3.4	-	-
MANUFACTURING	6.2	4.4	3.3	-	-	9.0	6.8	6.1	4.3	3.3	-	-
FOOD, BEVERAGES	-	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	6.5	3.7	2.3	-	-	-	-	6.5	3.7	2.3	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	6.8	4.7	3.0	-	-	11.0	9.0	5.3	3.1	3.0	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	9.9	8.0	7.9	-	-	-	-	9.9	8.0	7.9	-	-
WOOD	8.7	6.4	7.1	-	-	-	-	8.7	6.4	7.1	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	2.7	2.3	4.2	-	-	-	-	2.7	2.3	4.2	-	-
FABRICATED METALS	7.8	5.5	4.1	-	-	-	-	7.8	5.5	4.1	-	-
MACHINERY	5.3	3.2	0.7	-	-	-	-	5.3	3.2	0.7	-	-
TRANSPORTATION EQUIP	4.3	3.0	2.7	-	6.5	3.7	-	4.0	2.9	2.7	-	-
ELECTRICAL PRODUCTS	3.1	3.0	3.0	-	-	-	-	3.1	3.0	3.0	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	11.4	10.0	-	-	-	11.4	10.0	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	10.5	9.4	9.7	-	-	10.5	9.5	8.4	9.2	9.7	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	10.5	2.5	-	-	-	10.5	2.5	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	11.1	10.2	-	-	-	11.1	10.2	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	10.0	9.2	9.7	-	-	10.0	9.2	8.4	9.2	9.7	-	-
HEALTH, WELFARE SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-

CONSTRUCTION

TABLE 10

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1980, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST)...	66.1	65.3	27.3	-	65.9	-	73.2	75.8	-	48.4	38.7	28.6	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST)...	66.1	65.3	27.3	-	65.9	-	73.2	75.9	-	48.4	38.7	28.6	-	-	-	-	-	-	-	-
MANUFACTURING	52.5	41.4	26.7	-	59.0	-	73.7	64.1	-	45.1	34.1	26.7	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	65.0	70.0	-	-	-	-	65.0	70.0	-	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	100.0	100.0	100.0	-	-	-	-	-	-	100.0	100.0	100.0	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	48.1	29.2	19.2	-	-	-	-	-	-	48.1	29.2	19.2	-	-	-	-	-	-	-	-
LEATHER	41.0	45.0	-	-	-	-	41.0	45.0	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	44.0	31.8	25.0	-	-	-	55.0	50.0	-	40.0	25.0	25.0	-	-	-	-	-	-	-	-
KNITTING MILLS	49.0	48.0	-	-	-	-	49.0	48.0	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	51.6	45.5	49.3	-	-	-	45.0	40.0	-	52.1	45.9	49.3	-	-	-	-	-	-	-	-
WOOD	55.9	43.9	47.0	-	-	-	80.0	60.0	-	50.0	40.0	47.0	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	53.3	50.0	-	-	56.0	-	50.0	50.0	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	137.0	90.0	-	-	-	-	137.0	90.0	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	38.5	48.1	55.7	-	-	-	-	-	-	38.5	48.1	55.7	-	-	-	-	-	-	-	-
FABRICATED METALS	56.9	50.6	31.8	-	-	-	72.3	75.0	-	49.4	38.7	31.8	-	-	-	-	-	-	-	-
MACHINERY	48.4	31.0	5.4	-	-	-	75.0	65.0	-	47.6	30.0	5.4	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	36.9	27.6	24.8	-	-	-	53.1	38.0	-	34.6	26.2	24.8	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	47.5	48.7	24.0	-	52.0	-	52.9	72.5	-	23.0	23.0	24.0	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	69.3	-	-	-	69.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	87.5	79.7	-	-	-	-	87.5	79.7	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	71.0	78.0	32.0	-	66.3	-	73.1	77.5	-	85.9	91.3	50.7	-	-	-	-	-	-	-	-
FORESTRY	137.0	95.0	-	-	-	-	137.0	95.0	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	146.2	123.0	35.8	-	-	-	200.6	161.9	-	69.5	68.1	75.2	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	53.5	-	-	-	53.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	82.1	86.2	-	-	-	-	82.1	86.2	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	86.7	94.4	97.8	-	79.5	-	93.6	94.6	-	71.1	84.3	97.8	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	58.2	65.6	-	-	50.0	-	59.5	65.6	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	66.7	90.0	-	-	53.5	-	90.0	90.0	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	54.2	65.2	-	-	83.2	-	47.9	63.7	-	115.0	128.3	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	51.1	-	-	-	51.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	114.6	99.4	-	-	105.0	-	127.2	99.4	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	67.5	50.2	-	-	-	-	67.5	50.2	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 12

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1980, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

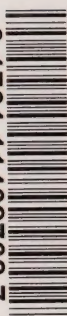
INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	68.6	74.0	39.6	-	65.9	-	69.6	73.1	-	85.0	91.0	57.9	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	68.6	74.1	39.6	-	65.9	-	69.6	73.3	-	85.0	91.0	57.9	-	-	-	-	-	-	-	-
MANUFACTURING	73.8	71.1	88.5	-	59.0	-	78.3	69.0	-	78.5	88.1	88.5	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	65.0	70.0	-	-	-	-	65.0	70.0	-	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	100.0	100.0	100.0	-	-	-	-	-	-	100.0	100.0	100.0	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	41.0	45.0	-	-	-	-	41.0	45.0	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	49.0	48.0	-	-	-	-	49.0	48.0	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	45.0	40.0	-	-	-	-	45.0	40.0	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	80.0	60.0	-	-	-	-	80.0	60.0	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	53.3	50.0	-	-	56.0	-	50.0	50.0	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	137.0	90.0	-	-	-	-	137.0	90.0	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	55.0	75.0	76.0	-	-	-	-	-	-	55.0	75.0	76.0	-	-	-	-	-	-	-	-
FABRICATED METALS	72.3	75.0	-	-	-	-	72.3	75.0	-	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	75.0	65.0	-	-	-	-	75.0	65.0	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	55.0	50.0	-	-	-	-	55.0	50.0	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	52.1	72.5	-	-	52.0	-	52.9	72.5	-	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	69.3	-	-	-	69.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	100.0	90.0	-	-	-	-	100.0	90.0	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	68.0	74.6	27.1	-	66.3	-	68.4	73.9	-	87.7	92.2	45.0	-	-	-	-	-	-	-	-
FORESTRY	137.0	95.0	-	-	-	-	137.0	95.0	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	155.5	138.1	35.8	-	-	-	234.0	202.0	-	69.5	68.1	75.2	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	53.5	-	-	-	53.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	71.5	81.3	-	-	-	-	71.5	81.3	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	81.9	88.2	-	-	79.5	-	88.9	88.2	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	58.2	65.6	-	-	50.0	-	59.5	65.6	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	66.7	90.0	-	-	53.5	-	90.0	90.0	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	54.2	65.2	-	-	83.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	51.1	-	-	-	51.1	-	47.9	63.7	-	115.0	128.3	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	114.6	99.4	-	-	105.0	-	127.2	99.4	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	67.5	50.2	-	-	-	-	67.5	50.2	-	-	-	-	-	-	-	-	-	-	-	-

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES NEGOTIATED IN FOURTH QUARTER OF 1980, BY SIZE OF INCREASE

AVERAGE ANNUAL INCREASE		ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	
		AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
ALL INDUSTRIES, EXCLUDING CONSTRUCTION							
IN PER CENT							
UNDER 4.9 PER CENT	.....	19	16,768	17	16,361	2	407
5.0 - 9.9 PER CENT	.....	44	28,514	16	10,669	28	17,845
10.0 - 14.9 PER CENT	.....	59	76,630	11	8,741	48	67,889
15.0 - 19.9 PER CENT	.....	2	960	-	-	2	960
20.0 - 24.9 PER CENT	.....	-	-	-	-	-	-
25.0 - 29.9 PER CENT	.....	-	-	-	-	-	-
30.0 - 34.9 PER CENT	.....	-	-	-	-	-	-
35.0 - 39.9 PER CENT	.....	-	-	-	-	-	-
40.0 - 44.9 PER CENT	.....	-	-	-	-	-	-
45.0 - 49.9 PER CENT	.....	-	-	-	-	-	-
50.0 PER CENT AND OVER	.....	-	-	-	-	-	-
AVERAGE	9.6			6.5		10.9	
IN CENTS PER HOUR							
UNDER 9.9 CENTS	.....	-	-	-	-	-	-
10.0 - 19.9 CENTS	.....	1	650	1	650	-	-
20.0 - 29.9 CENTS	.....	9	8,328	7	7,921	2	407
30.0 - 39.9 CENTS	.....	10	8,890	10	8,890	-	-
40.0 - 49.9 CENTS	.....	11	5,192	7	3,085	4	2,107
50.0 - 59.9 CENTS	.....	19	53,857	4	4,020	15	49,837
60.0 - 69.9 CENTS	.....	11	5,848	1	436	10	5,412
70.0 - 79.9 CENTS	.....	14	6,607	1	507	13	6,100
80.0 - 89.9 CENTS	.....	10	5,756	3	1,562	7	4,194
90.0 - 99.9 CENTS	.....	15	10,662	8	4,670	7	5,992
100.0 CENTS AND OVER	.....	24	17,082	2	4,030	22	13,052
AVERAGE	64.8			53.6		69.3	

		CONSTRUCTION	
IN PER CENT		CONSTRUCTION	
UNDER 4.9 PER CENT	.....	-	-
5.0 - 9.9 PER CENT	.....	-	-
10.0 - 14.9 PER CENT	.....	1	260
15.0 - 19.9 PER CENT	.....	-	-
20.0 - 24.9 PER CENT	.....	-	-
25.0 - 29.9 PER CENT	.....	-	-
30.0 - 34.9 PER CENT	.....	-	-
35.0 - 39.9 PER CENT	.....	-	-
40.0 - 44.9 PER CENT	.....	-	-
45.0 - 49.9 PER CENT	.....	-	-
50.0 PER CENT AND OVER	.....	-	-
AVERAGE	10.0	-	10.0
IN CENTS PER HOUR			
UNDER 9.9 CENTS	.....	-	-
10.0 - 19.9 CENTS	.....	-	-
20.0 - 29.9 CENTS	.....	-	-
30.0 - 39.9 CENTS	.....	-	-
40.0 - 49.9 CENTS	.....	-	-
50.0 - 59.9 CENTS	.....	1	260
60.0 - 69.9 CENTS	.....	-	-
70.0 - 79.9 CENTS	-	-
80.0 - 89.9 CENTS	-	-
90.0 - 99.9 CENTS	-	-
100.0 CENTS AND OVER	-	-
AVERAGE	58.8	-	58.8

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